

W. Z. BAUMGARTNER & ASSOCIATES, INC.
ENVIRONMENTAL CONSULTANTS

HEALTH & SAFETY PLAN

FOR

**MIDWEST METALLICS, L.P.
SUMMIT, ILLINOIS**

SEPTEMBER 1998

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HEALTH & SAFETY PLAN

MIDWEST METALLICS, L.P.
SUMMIT, ILLINOIS

TABLE OF CONTENTS

	Page
DISCLAIMER	i
I. INTRODUCTION	1
A. PURPOSE	1
B. BACKGROUND INFORMATION	1
II. PROJECT ORGANIZATION	3
A. CHAIN OF COMMAND	3
1. Project Manager	3
2. Project Health and Safety Director	3
3. Site Health and Safety Officer	3
B. CONTRACTOR RESPONSIBILITIES	4
III. SCOPE OF WORK	6
A. ESTABLISH GRID/SAMPLE LOCATIONS	6
B. SAMPLE PREPARATION	6
IV. SITE CONTROL	7
A. WORK ZONES	7
1. Exclusion Zone	7
2. Contamination Reduction Zone	7
3. Support Zone	7
B. SITE ENTRY & EXIT	8
1. Worker Entry	8
2. Visitor Entry	8

HEALTH & SAFETY PLAN

MIDWEST METALLICS, L.P. SUMMIT, ILLINOIS

TABLE OF CONTENTS (CONTINUED)

	Page
C. DAILY START-UP	8
1. Site Inspection	9
2. Worker Meeting	9
V. HAZARD EVALUATION	15
A. PURPOSE	15
B. CHEMICAL HAZARDS	16
1. Polychlorinated Biphenyls	16
2. Metals	17
3. Buried Drums	17
a. Inspection Procedures	17
b. Handling	18
c. Opening Containers	21
d. Sampling Containers	22
e. Preparation For Transport	23
C. PHYSICAL HAZARD REVIEW	25
1. Operation of Heavy Equipment	26
2. Confined Space	26
3. Heat Stress	26
4. Cold Stress	27
5. Noise	29
6. Manual Lifting	29
7. Excavation/Trenching	30
D. PREVENTIVE MEASURES	30
VI. SITE EMERGENCIES	32
A. EMERGENCY PROCEDURES	32
B. FIRST AID AND EMERGENCY EQUIPMENT	32

HEALTH & SAFETY PLAN

MIDWEST METALLICS SUMMIT, ILLINOIS

TABLE OF CONTENTS (CONTINUED)

	Page
C. PERSONAL INJURY	33
D. FIRST AID, CPR, AND BLOODBORNE PATHOGEN TRAINED PERSONNEL	33
1. Trained Personnel	33
2. Bloodborne Pathogens	33
E. ENTRY INSTRUCTIONS	34
F. EMERGENCY PHONE NUMBERS	34
G. HOSPITAL LOCATION MAP	35
H. FORMS	35
1. Employee Accident Form	35
2. Site Health And Safety Officer Incident Report	35
3. Emergency Notification Form	35
I. FIRST AID PROCEDURES	36
1. Skin & Eye Contact	36
2. Heat Stress	36
a. Heat Rash	37
b. Heat Cramps	37
c. Heat Exhaustion	37
d. Heat Stroke	38
3. Cold Stress	38
4. Inhalation	40
5. Ingestion	40
6. Spinal Injuries	41
VII. PERSONAL PROTECTION EQUIPMENT (PPE)	49
A. LEVELS OF PROTECTION	49
1. Level D	49
2. Level C	49

HEALTH & SAFETY PLAN

MIDWEST METALLICS, L.P. SUMMIT, ILLINOIS

TABLE OF CONTENTS (CONTINUED)

	Page
3. Donning Level C PPE	50
VIII. DECONTAMINATION AND DISPOSAL PROCEDURES	53
A. PERSONNEL DECONTAMINATION	53
B. EQUIPMENT DECONTAMINATION	54
1. Heavy Equipment	54
2. Sampling Equipment And Hand Tools	54
C. DISPOSAL OF WASTE	55
1. Solid Waste	55
2. Liquid Waste	55
IX. TRAINING	56
A. FIRST AID, CPR, AND BLOODBORNE PATHOGEN TRAINING	56
B. HAZARD WASTE OPERATIONS AND EMERGENCY RESPONSE (OSHA 29 CFR 1910.120)	56
C. HAZARD COMMUNICATION (OSHA 20 CFR 1910.1200)	56
D. DAILY PRE-OPERATIONS MEETINGS	57
X. MONITORING	58
A. MEDICAL MONITORING	58
B. PERSONAL MONITORING	58

HEALTH & SAFETY PLAN
MIDWEST METALLICS, L.P.
SUMMIT, ILLINOIS

LIST OF APPENDICES

APPENDIX A	29 CFR 1910.120
APPENDIX B	29 CFR 1910.1200
APPENDIX C	Chemical Hazard Fact Sheets

HEALTH & SAFETY PLAN

MIDWEST METALLICS, L.P.
SUMMIT, ILLINOIS

LIST OF EXHIBITS

EXHIBIT II-1	Organization Chart
EXHIBIT IV-1	Site Map
EXHIBIT IV-2	Daily Check List
EXHIBIT IV-3	Daily Record of Personnel On-Site
EXHIBIT VI-1	Hospital Location Map
EXHIBIT VI-2	Incident Report
EXHIBIT VI-3	Emergency Notification Form
EXHIBIT VI-4	Heat-Stress Emergencies
EXHIBIT VII-1	Respirator Fit Test

DISCLAIMER

This Health and Safety Plan was prepared to be used during the Summit site pile removal by personnel performing specific limited scopes of work. It was prepared on the best available information regarding the physical and chemical hazards known, or suspected to be present on the project sites. It is not possible, in advance, to discover, evaluate, and to protect against all possible hazards which may be encountered during the duration of the project. Adherence to this plan will significantly reduce, but not eliminate, the potential for injury and illness at these project sites. The guidelines contained herein are for use at the project site located in Summit, Illinois, and should not be used at any other site without the review and approval of a qualified health and safety professional.

SECTION I
INTRODUCTION

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I. INTRODUCTION

A. PURPOSE

This Health and Safety Plan has been prepared in accordance with the Occupational Health and Safety Administration's (OSHA's) Safety and Health Standards for Hazardous Waste Operations and Emergency Response, 29 CFR 1910.120 (see Appendix A), and Hazard Communication 29 CFR 1910.1200 (see Appendix B). The purpose of this Health and Safety Plan is to establish safe procedures and practices for the removal of material stockpiled on the Midwest Metallica, L.P. site in Summit, Illinois. This Plan also provides procedures and information to be used in the event of emergencies.

All employees involved in the remediation of this site must be familiar with this Health and Safety Plan. All workers must sign the Signature Record, presented in Exhibit I-1, prior to work on this site. The plan must be located in a central location which is familiar with all workers. If the location is changed, all workers must be notified of the new location.

B. BACKGROUND INFORMATION

Shredder residue generated by prior owners had been stockpiled on the Summit site for a number of years. Shredder residue typically consist of plastic, glass, foam rubber, fabric, rubber, soil, metals and non-metallic solids considered as waste from scrap metal recycling. Metal recycling facilities receive automobiles, white goods, and a variety of other scrap metal articles. The Illinois Environmental Protection Agency (IEPA) and U.S. EPA have expressed interest in removal of the material from the site. The shredder residue must be properly characterized prior to disposal, and this Plan is to be used during the removal of the stockpiled material.

Experience with shredder residue suggests constituents of concern are typically limited to heavy metals and polychlorinated biphenyls (PCB). This Health and Safety Plan shall outline the required procedures and safety guidelines.

EXHIBIT NO. I-1
HEALTH & SAFETY PLAN
SIGNATURE RECORD

Project: Pile/Site Characterization

Location Summit, Illinois

Sections Required to be read: _____

I have read, understood, and agree to comply with the provisions of the above-referenced Health and Safety Plan for work activities on this site.

Printed Name	Signature	Date

SECTION II
PROJECT ORGANIZATION

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II. PROJECT ORGANIZATION

A. CHAIN OF COMMAND

The organization of project personnel is vital in the health and safety of all workers on-site. In the event of an emergency, workers must be aware of the individual who has first aid training and the chain of command to extract or treat injured workers on the job site. A chart of key personnel must be posted in a central location, and updated when any change in personnel takes place. During the daily pre-operations meeting, the individuals responsible for safety duties will be announced, and the location of the posted safety officials will be noted. A project organization chart is presented in Exhibit II-1. The responsibilities of the various safety officers and project administration is described below.

1. Project Manager

The Project Manager is the primary point of contact with the Owners, Project Engineers, and regulatory agencies. The Project Manager, along with the Project Health and Safety Officer, can require corrective action by Contractors for work not performed in accordance with this Health and Safety Plan.

2. Project Health and Safety Director

The Project Health and Safety Director has overall corporate and project responsibility for health and safety issues for the project. He/she has the authority to stop work on-site in the event that the health and safety of workers is compromised.

3. Site Health and Safety Officer

The Site Health and Safety Officer (SHSO) is responsible for on-site enforcement of the policies and provisions contained in the plan. The SHSO reports directly to the Project Health and Safety Director. Normal duties include: maintaining health and

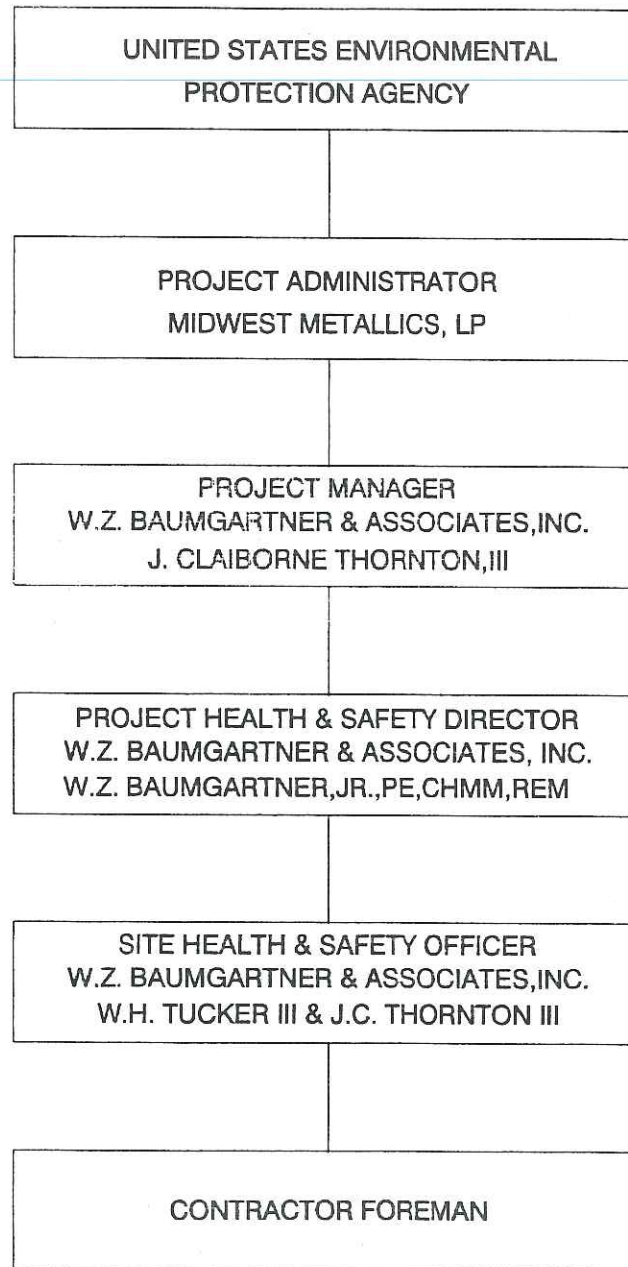
safety records; providing guidance for on-site health and safety developments; conducting daily safety briefings before on-site activities begin, posting all health and safety information, and ensuring all safety equipment is available and in working order. The SHSO retains the authority to stop work in the event he/she observes unsafe conditions on-site. This includes the removal of workers from the site, if that worker repeatedly violates procedures of this health and safety plan or places himself/herself or other workers in danger.

B. CONTRACTOR RESPONSIBILITIES

All personnel working on-site during the project are responsible for compliance with all applicable federal, state and local statutes, ordinances, and regulations regarding health and safety. The Contractor must identify a lead individual responsible for the health and safety compliance of their employees, lower tier subcontractors and consultants. This person would be responsible for reporting to the SHSO, and must have authority to take appropriate action in the event of a health and safety violation. This individual is responsible for ensuring that all his employees attend meetings and understand the health and safety plan. He/She must instruct his/her employees that the Project Health and Safety Director and the Site Health and Safety Officer has authority to stop work or relieve personnel of his/her duties if unsafe activities are performed or an unsafe condition exist. If the Contractor's employee does not understand English, an interpreter must be provided by the Contractor to convey any health or safety issues.

EXHIBIT NO.II-I

**HEALTH & SAFETY
ORGANIZATIONAL CHART**



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SECTION III
SCOPE OF WORK

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III. SCOPE OF WORK

A. REMOVAL OF PILE

A grid shall be established across the material stockpile and individual points surveyed and identified using stakes or wire flags. Following the procedures outlined in the Remedial Investigation Workplan, shredder residue samples shall be collected at selected points on the sample grid.

B. SAMPLE PREPARATION

Sample material will be taken to a designated area where limited sample processing will occur prior to homogenization and containerization.

SECTION IV
SITE CONTROL

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IV. SITE CONTROL

A. WORK ZONES

Site activities may involve discovery of or contact with hazardous substances. Establishment of work zone boundaries is the primary means of maintaining site control and limiting migration of contaminants from the work zone to unaffected areas. Work zones serve to limit access, contain contamination and provide site security. The following terms are used to describe work zones which may be required in completion of the project.

1. Exclusion Zone

The Exclusion (Hot) Zone shall encompass the waste removal area and will be clearly delineated with red boundary tape, 2" width (min.). All personnel entering the Exclusion Zone must provide HAZWOPER certification to the SHSO and meet all other applicable provisions of the Plan.

2. Contamination Reduction Zone

The Contamination Reduction (Warm) Zone is established to provide a buffer zone between areas of contamination and unaffected areas. Decontamination of personnel and equipment occurs in this Zone to protect the health and safety of site workers and the public. HAZWOPER certification required for entrants.

3. Support Zone

The Support (Cold) Zone consists of those areas outside the limits of the work zones as established above. The command post is located in the Support Zone which, by definition, is located in an uncontaminated area. All unissued safety equipment will be maintained in this Zone.

The above zones shall be established as necessary, based on site-specific information and analytical data. Zones may be revised as the work progresses

to reflect reduction or removal of contaminants from the subject area. The contamination control line, which separates the Support Zone and Contamination Reduction Zone, will typically remain unchanged for the duration of the project. Exhibit IV-1 presents a sketch of the subject site.

B. SITE ENTRY & EXIT

Access to the site will be controlled by the SHSO. All ingress/egress will occur at the contamination control line at the command post. All personal vehicles will be restricted to the Support Zone. Designated visitor/worker parking area(s) may be established on the property as site conditions allow.

1. Worker Entry

All pile removal workers, including contractors and subcontractors, must register with the SHSO prior to entering the site. Under no circumstance can workers enter the Contamination Reduction Zone or Exclusion Zone prior to registering at the command post.

2. Visitor Entry

Under no circumstance shall any person enter the work zone unless authorized to do so by the SHSO. Visitors are subject to all provisions of the Health & Safety Plan. Upon providing suitable documentation and reviewing the Plan to the satisfaction of the SHSO, visitors may enter the Contamination Reduction Zone without escort. Entrance to the Exclusion Zone is allowed only while accompanied by the SHSO or his representative.

C. DAILY START-UP

Prior to initiation of daily activities, the SHSO will inspect the work zones and revise the work plan as required. Work activities are to be conducted during daylight hours only, unless adequate safety measures are taken to work during darkness. This may require deployment of light towers and/or lighted heavy equipment.

1. Site Inspection

The SHSO will visually inspect the work zones each morning or at each shift change to ensure adequate measures and controls are available to protect the health and safety of site workers. All personnel shall be responsible for assessing work zone conditions throughout the work day and for advising the SHSO of any conditions which may warrant revision or modification of work tasks or PPE. Exhibit IV-2 presents a daily checklist that must be completed prior to operations.

2. Worker Meeting

Prior to daily start-up, all site workers and the SHSO (or his representative) shall gather in the command post to discuss the following:

- a. SHSO review of on-site work activities, unrelated work activities and health and safety measures;
- b. Briefing and updating of safety procedures;
- c. Function check of all PPE, safety and monitoring equipment;
- d. Location of first aid station;
- e. Contaminant control measures necessary (dust control, etc).

Following review of pertinent site remediation issues, all site workers shall sign the daily log and proceed to their work areas. See Exhibit IV-3.

EXHIBIT IV-2

DAILY CHECK LIST

MIDWEST METALLICS, L.P.

SITE/PILE CHARACTERIZATION

This form is to be used by the Site Health & Safety Office (SHSO) to ensure compliance to OSHA standards. The SHSO is to check this list at the beginning of operations for each day and placed in the field record notebook.

Name of SHSO: _____

Employer of SHSO: _____

Date: _____

Time site equipment checked: _____ AM PM

Time of Pre-Operations Meeting: _____ AM PM

	Field Checked	Discussed in Pre-Operations Meeting
Fire extinguisher(s) present	<input type="checkbox"/>	<input type="checkbox"/>
Fire extinguisher(s) charged	<input type="checkbox"/>	
Health & Safety Plan present	<input type="checkbox"/>	<input type="checkbox"/>

	Field Checked	Discussed in Pre-Operations Meeting
Maps to hospital available for removal from site during transport	<input type="checkbox"/>	<input type="checkbox"/>
Emergency numbers posted	<input type="checkbox"/>	<input type="checkbox"/>
First Aid Kit stocked	<input type="checkbox"/>	<input type="checkbox"/>
Eye wash in working order	<input type="checkbox"/>	<input type="checkbox"/>
Bloodborne Pathogen Kit	<input type="checkbox"/>	<input type="checkbox"/>
Shower in working order	<input type="checkbox"/>	<input type="checkbox"/>
Instant cold packs present	<input type="checkbox"/>	<input type="checkbox"/>
Phone in working order	<input type="checkbox"/>	<input type="checkbox"/>
Emergency Notification Forms checked against workers present on site for that day's operation	<input type="checkbox"/>	<input type="checkbox"/>
Copies of SHSO Incident Report Available	<input type="checkbox"/>	
New workers and visitors checked to verify training requirements satisfactory	<input type="checkbox"/>	<input type="checkbox"/>
Site controls (Taping, signs, etc.) present and in satisfactory condition	<input type="checkbox"/>	<input type="checkbox"/>

	Field Checked	Discussed in Pre-Operations Meeting
Security Guard Present and if new personnel checked for certification of training	<input type="checkbox"/>	
CPR/First Aid personnel present	<input type="checkbox"/>	<input type="checkbox"/>
Name: _____		
Interpreter present (if required)	<input type="checkbox"/>	<input type="checkbox"/>
Name: _____		
Decontamination facilities in working order	<input type="checkbox"/>	<input type="checkbox"/>
Emergency Egress Path marked or discussed	<input type="checkbox"/>	<input type="checkbox"/>
Predetermined meeting location discussed		<input type="checkbox"/>
Workers paired up		<input type="checkbox"/>
Emergency Horn in working order		<input type="checkbox"/>
Adequate PPE equipment available and being used	<input type="checkbox"/>	<input type="checkbox"/>

EXHIBIT IV-3

DAILY RECORD OF PERSONNEL ON-SITE

Project: Site/Pile Characterization

Site Location: Summit, Illinois

Date: _____

Name (Print)	Signature	Employer
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

SECTION V
HAZARD EVALUATION

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V. HAZARD EVALUATION

A. PURPOSE

This section presents chemical and physical hazard information to be used for the development of the health and safety protocols for on-site activities. The goals of hazard evaluation are two-fold:

- To summarize available chemical information and the corresponding impacts on worker health and safety.
- To adequately describe the physical hazards associated with the site.

This information is important in the development of action levels to be used for the determination of PPE levels. Industrial hygiene air sampling of personnel in the Exclusion Zone in conjunction with the judgement of the Site Health and Safety Officer (SHSO) will provide the basis for upgrading levels of protection. Waste will be kept moist during removal operations to keep dust at a minimum. If dust becomes a problem, an upgrade of respirators may be required. Table V-1, "Chemicals of Concern", presents chemicals detected during preliminary site investigation or potentially encountered during removal activities. The potential for encountering these materials is dependent upon material being handled, equipment being used and ambient weather conditions. Fact sheets describing the potential chemical hazards for this site are presented in Appendix C.

TABLE V-1

<u>Chemical</u>	<u>Exposure Limit</u>
Polychlorinated Biphenyls (PCB)	0.50 mg/m ³ (skin)
Cadmium	5 ug/m ³ TWA
Lead	0.05 mg/m ³ TWA

TABLE V-2

<u>Contaminant</u>	<u>Anticipated Exposure</u>	<u>PPE Required</u>
Polychlorinated Biphenyl (PCB)	<0.50 mg/m ³	Level D
Cadmium	<5 ug/m ³	Level D
Lead	<0.05 mg/m ³	Level D

Note: PPE levels and respiratory protection subject to change upon review of air monitoring data.

B. CHEMICAL HAZARDS

A brief discussion of the Chemicals of Concern identified in Tables V-1 and V-2 is provided below. Particular attention should be paid to the symptoms of overexposure. Routes of exposure may include absorption through the skin, ingestion and/or inhalation due to contact with contaminated solids or airborne particulates.

1. Polychlorinated Biphenyls

PCB's are chlorinated organic compounds developed in the 1920's as a dielectric additive to mineral oil used in transformers and capacitors. Dermal (skin) exposure may cause chloracne, a pimple-like eruption of the skin. Heating or burning PCB may result in production of dioxins. Other health effects associated with overexposure to PCB or dioxin include nausea, vomiting, jaundice, edema and abdominal pain. Acute exposure may cause diarrhea, liver and kidney damage, coma and death. Chronic exposure has been attributed to the development of various forms of cancer.

2. Metals

Metals and metal compounds are toxic to some degree. Some metals are very toxic and certain exposures may lead to death. For the metals listed in Table V-1, the effects of exposure are as follows:

Cadmium: Pulmonary edema, dyspnea, tightness in the chest, substernal pain; headache; chills, muscle aches; nausea, vomiting, diarrhea.

Lead: Weakness, lassitude, insomnia; headaches, muscle pain, abdominal pain; anemia; nausea, vomiting, constipation; kidney and liver failure.

3. Buried Drums

Drums containing chemicals have not been observed on this site; however, buried drums may be encountered. In the event that a worker uncovers a 55 gallon drum or another container suspected of containing a chemical substance, work will cease and the SHSO will be notified immediately. The SHSO will notify the Project Health and Safety Director and personnel from the U.S. EPA of this finding, and these individuals will determine the actions which will be required to protect site workers and the environment.

a. Inspection Procedures

Prior to notifying key personnel, the SHSO shall perform a visual inspection of the container to determine the container's contents, and physical condition. The SHSO should look for:

- Labels or placards indication if the contents are radioactive, explosive, corrosive, toxic or flammable.
- Signs of deterioration such as corrosion, rust, and leaks.

- Signs that the containers are under pressure such as swelling and bulging.
- The material makeup of the container, metal, plastic, fiberboard.

As a precautionary measure, personnel should assume that all containers contain hazardous materials until the contents can be characterized. Frequently, containers are mislabeled, particularly if the containers are reused.

b. Handling

Prior to analysis, handling should only occur if the contents may impair worker safety, be released to the environment during sampling procedures, or if the containers must be unstacked for sampling. All workers should be warned about potential hazards, and instructed to minimize handling as much as possible. If the drums are bulging or swelling due to internal pressure, only move the drums with a grappler unit constructed for explosive containment. Overpack drums and adequate volumes of absorbent should be kept near areas where minor spills may occur. Several type of equipment can be used to move drums. These include:

- A drum grappler attached to a hydraulic excavator.
- A small front-end loader, which can be either loaded manually or equipped with a bucket sling.
- A rough terrain forklift
- A hand truck designed specifically for drum handling.

The drum grappler is the preferred piece of equipment for drum handling. It keeps the operator removed from the drums so that

there is less likelihood of problems should the drums detonate or rupture. If the drum is leaking, the operator can stop the leak by rotating the drum and immediately place it into an overpack.

The following procedures can be used to maximize worker safety during drum handling and movement:

- Ensure proper PPE is selected, Level B or Level A may be required.
- Train personnel in proper lifting and moving techniques to prevent back injuries.
- Make sure any vehicle selected has sufficient rated load capacity.
- Have overpacks ready before an attempt is made to move drums.
- Protect the vehicle operator with splash shields.
- Prior to moving, determine the most appropriate sequence in which the various drums and other containers should be moved.
- Exercise extreme caution in handling drums which are not sound, tightly sealed, and labeled.

Many laboratory packs (individual containers of laboratory materials normally surrounded by cushioning absorbent materials) can contain shock-sensitive materials. These drums should be considered explosive or shock-sensitive until otherwise characterized. The following precautions should be taken:

- Prior to handling, make sure that all non-essential personnel have moved a safe distance away.

- Use a grappler unit constructed for explosive containment.
- If a lab pack must be opened, have a chemist inspect, classify, and segregate the bottles within it according to the hazards of the wastes. The individual containers should not be opened.
- If any crystalline material is observed at the neck of any bottle, handle it as a shock-sensitive waste.
- Palletize repacked drums prior to transport. Secure the drums to the pallets.

A drum that is leaking, open or seriously deteriorated may pose an immediate hazard to personnel or the environment. The appropriate action must be selected to assure the safety of personnel involved. The following actions may be taken to minimize risk to personnel and the environment:

- Contact a HAZMAT team to remove the drums if on-site equipment and personnel training is not sufficient.
- Transfer contents to an intact, compatible container.
- Place drum inside a second container (normally an 85 gallon salvage drum).
- Repair leak or close the opening.

Repairing by plugging or patching a hole is basically a first aid measure used to halt or control a leak. Repairing a leaking container is appropriate if the repair can be performed before the material escapes, and the repair will facilitate subsequent steps such as transfer or overpacking. If the leak is too severe, a more efficient use of time would be overpacking the drum,

and extracting contaminated soil upon overpacking. A repair is never as strong as the original drum and further containment will be necessary prior to transport.

c. Opening Containers

A container may be required to be opened for analysis of its contents. To ensure the safety of all workers the following procedures must be observed:

- Use proper PPE, Level B or Level A may be required.
- All non-essential personnel must remain at a safe distance while opening.
- The atmosphere must be monitored continuously during opening. Place sensors of the monitoring equipment as close as possible to the drum opening.
- Fire suppression equipment must be accessible immediately.
- Do not open or sample individual containers within lab packs.

If the contents are suspected to be ignitable, or if the contents are unknown, use non-sparking tools to open the drums. Remote controlled devices are available for opening drums. These include pneumatically operated impact wrenches to remove drum bungs, hydraulically or pneumatically operated drum piercers, and backhoes equipped with bronze spikes for penetrating drum tops.

If a drum shows signs of swelling or bulging, perform all opening steps slowly. The excess pressure must be released

prior to opening using the remote control devices described above. If pressure must be relieved manually, place a barrier, such as explosion-resistant plastic sheeting between the worker and the drum to deflect any gas, liquid, or solids which may be expelled as the bung is loosened.

The following procedures will be followed to open various types of containers:

- Open polyethylene or polyvinyl chloride drums through the bung by removal or drilling. Exercise extreme caution when manipulating these containers.
- Open metal drums by removing the bung.
- Reseal open bungs as soon as possible with new bungs or plugs. If an open bung cannot be resealed, place into an overpack.
- Decontaminate equipment after each drum to avoid mixing incompatible wastes.

d. Sampling Containers

Drum sampling can be one of the most hazardous activities to worker safety and health. It often involves direct contact with unidentified waste. The following precautions should be followed when sampling containers:

- Review the NIOSH Pocket Guide To Chemical Hazards if a suspected chemical is present to determine safety concerns.
- Determine which drums should be initially sampled.
- Select appropriate sampling devices and containers.

- Determine the number, volume, and locations of samples to be taken.

e. Preparation For Transport

There are three methods of preparing drums for transport. These include transfer of container contents to another container, transport of the original container, and overpacking into a larger container.

The primary advantage of transferring the contents is that the material can subsequently be handled and packed independently of the damaged container. The primary disadvantage is that transfer is relatively time consuming and equipment/supplies intensive. Transferring the contents of a damaged drum may be the method of choice if:

- It can be done safely.
- It can be done before the contents escape.
- Time is not of primary importance.
- Moving or repairing the drum is prohibited by type or extent of damage or deterioration.

Transfer can be performed by gravity flow or pumping. All tubing should contain valves to prevent any unwanted transfer of fluid. If an electrical spark is a hazard, ensure the drums are sufficiently grounded. If escaping vapors pose a health threat, ensure that a vapor return system is established. The general procedure is as follows:

- Don correct PPE
- If the container is leaking, position drum to prevent

further leakage.

- If the vapor from a leaking drum poses a health threat, seal the leak.
- Connect the transfer hardware to the damaged drum with valves closed. Ensure drums are properly grounded.
- Elevate damaged drum if gravity feed.
- Connect transfer hardware to receiving container.
- Open valves and begin transfer.

Overpacking consists of placing the damaged container into a larger container. A damaged 55 gallon drum is typically overpacked with an 85 gallon drum. The advantage of overpacking is that it is relatively fast and simple. The disadvantage is that the overpack is larger and more difficult to handle. There are two procedures for overpacking:

Procedure 1:

- Ensure that personnel are in appropriate PPE and adequate absorbent materials are available.
- Lay the salvage drum on its side next to the damaged or leaking container.
- Lay the leaking drum on its side and insert into salvage drum, bottom first.
- Push the leaking drum completely into the salvage drum. The use of a large plastic drum liner can facilitate the placement of the container into the salvage drum.

- Upright the overpack drum.
- Seal the overpack drum.

Procedure 2:

- Ensure that personnel are in appropriate PPE and adequate absorbent materials are available.
- Place the salvage drum over the top of the leaking container. If possible, the leak or bung end should be placed down.
- Lay the drums on their side.
- Upright the drums.
- Seal the salvage drum.

C. PHYSICAL HAZARD REVIEW

The following physical hazards must be recognized and controlled during the removal activities:

- Operation of Heavy Equipment
- Confined Space Entry
- Heat Stress
- Cold Stress
- Noise
- Manual Lifting

- Excavation/Trenching

1. Operation of Heavy Equipment

Precautions must be taken when working with or around heavy equipment, such as front end loaders, backhoes and bulldozers. Operation of these machines should be conducted by personnel properly trained in their capabilities and limitations. All equipment operators must obey site-specific safety requirements and traffic control measures. Except where electrical distribution and transmission lines have been de-energized and visibly grounded, equipment will not be operated near power lines in accordance with the guidelines of 29 CFR 1926.550.

2. Confined Space

No confined space activities are to be conducted during this project.

3. Heat Stress

Heat stress may be of concern during site activities, depending upon ambient temperature. When ambient temperatures exceed 75 degrees Fahrenheit, heat stress of workers may be monitored by the Wet Bulb Globe Temperature Index (WBGT) technique. This method requires the use of a heat stress monitoring device, such as the Wibget Heat Stress Monitor (Rueter Stokes). The WBGT is compared to the Threshold Limit Values (TLV) outlined in the ACGIH TLV Manual, and a work-rest regimen established, as necessary, according to the WBGT obtained. Note that 3 to 5 degrees Celsius must be subtracted from the WBGT standard when wearing impermeable protective clothing.

Control measures may be used to help control heat stress as follows:

- Provide and drink plenty of fluids
- Establish work regimen to allow for cooling

- Mechanical cooling devices (air conditioning in equipment cabs or vests on person)
- Shaded break area
- Information on fluid replacement, acclimatization and diet

4. Cold Stress

4.1 Workers shall be provided with warm clothing, such as mittens, heavy socks, etc., when the air temperature is below 40-45 degrees Fahrenheit (F). Protective clothing may be used to protect the employee.

4.2 When the air temperature is below 30-40 degrees F (depending upon employee comfort), clothing for warmth, in addition to chemical protective clothing, shall be provided. This will include:

- Insulated suits, such as whole-body thermal underwear.
- Wool socks or polypropylene socks to keep moisture off the feet if there is a potential of work activity which would cause sweating.
- Insulated gloves (when air temperatures are extremely low [less than 5-10 degrees F], gloves with reflective surfaces, which reflect body heat back to the hand, should be used).
- Boots
- Insulated head cover, such as knit caps

4.3 At air temperature below 35 degrees F, the following work practices must be followed:

- If the clothing of an employee might become wet on a job site, the outer layer of the clothing must be impermeable to water.

- If an employee's underclothing (socks, mitten, etc.) becomes wet in any way, the employee must change into dry clothing immediately. If the clothing becomes wet from sweating, the employee may finish the task which caused the sweating before changing into dry clothing.
- Employees must be provided a warm area (65 degrees or above) to change from work clothing into street clothing.
- Employees must be provided a warm break area (60 degrees F or above).
- If appropriate, space heaters may be provided in the work area to warm the hands, feet, etc.
- Hot liquids, such as soups, warm, sweet drinks, etc. shall be provided in the break area. The intake of coffee shall be limited because of the attendant diuretic and circulatory effects.
- The buddy system shall be practiced at all times. Any employee observed with severe shivering shall leave the cold area immediately.
- Employees should layer their clothing, i.e., wear thinner clothing next to the body with heavier clothing layered outside the inner clothing.
- Avoid overdressing when going into warm areas or when performing activities which are strenuous. This could lead to heat stress problems.
- Auxiliary heated versions of handwear, footwear, etc., can be used in lieu of mittens, insulated socks, etc. if extremely cold conditions exist.
- Employees handling evaporating liquids (gasoline, hexane, alcohol, etc.) shall take special precautions to avoid soaking of clothing or gloves with the liquids because of the added danger of cold injury to evaporative cooling.
- Work shall be arranged in such a way that sitting or standing for long periods is minimized.

4.4 All employees who may work in cold areas shall be trained in:

- Proper first aid treatment;
- Proper clothing practices;
- Proper eating and drinking habits;
- Recognition of impending adverse health effects, and;
- Safe work practices.

4.5 Clothing for warmth, which is worn under chemical protective clothing, can be laundered in normal fashion, without the wash water being collected as contaminated water. If there is a rip or tear in the chemical protective clothing in a contaminated area, the clothing or warmth must be handled as potentially contaminated, and the water in which it is washed must be collected as potentially contaminated water. More rigorous steps may be required if materials handled are extremely toxic.

5. Noise

Hearing protection may be required at certain times during the removal activities which involve heavy equipment and/or noisy portable equipment. Hearing protection will be required when sound pressure levels in work areas exceed 85db (A-weighted scale). Training on proper use of hearing protection will be conducted as part of the Health and Safety Plan briefing conducted by the SHSO.

6. Manual Lifting

Some manual lifting is anticipated during the project. If lifting is required, the following tips may be used to minimize the opportunity for injury:

- Establish footing
- Place feet shoulder-width apart

- Bend knees and keep back straight
- Establish firm hold
- Lift steadily while straightening legs
- If excessive, get assistance

7. Excavation/Trenching

Precautions must be taken when working in excavation/trenching situations, regarding pre-planning, actual operation, employee egress/regress, emergency rescue, training and securing work areas in accordance with 29 CFR 1926.651-652-1051. No excavation or trenching which would create unsafe conditions are anticipated during this project. However, should the limits of waste removal require excavation below the level of surrounding grade, the SHSO should be advised and appropriate measures taken as necessary.

D. PREVENTIVE MEASURES

The following measures are to be employed and observed by all persons at the site to minimize the potential for exposure.

- | | |
|------------------------|--|
| Excavator Operator | <ul style="list-style-type: none"> • Minimize agitation of material • Drop to side of sampling point from lowest possible elevation • Enclosed cab to avoid dust exposure |
| Exclusion Zone Workers | <ul style="list-style-type: none"> • Minimize physical contact • Attempt to remain upwind of dust generation points |
| All Others | <ul style="list-style-type: none"> • Do not enter work zones unless required by task • Remain upwind of dust generation points |

All Personnel

- Remain at a distance from work zones when possible
- Observe provisions of this Plan

SECTION VI
SITE EMERGENCIES

WZB

VI. SITE EMERGENCIES

A. EMERGENCY PROCEDURES

Prior to operations, crew personnel will be instructed as to the location of the emergency egress path, the location of the nearest phone, the person responsible for administering first aid, location maps to the hospital, location of first aid and fire equipment, and location of emergency phone numbers. Prevailing wind direction will be determined to plan for the emergency egress path. All personnel will evacuate the site via the nearest up wind route in the case of gas, smoke, or poisonous fumes. A horn will be on-site to signal evacuation. All workers must evacuate immediately upon sounding of this horn and meet in a pre-determined location. Workers will be paired up so that each worker is responsible for locating another in the event of an emergency. In the event that a worker's partner is not accounted for, this worker will notify the SHSO immediately so that emergency extraction procedures can be implemented.

B. FIRST AID AND EMERGENCY EQUIPMENT

A variety of first aid and emergency equipment will be maintained in the support zone during the duration of the project. All personnel will have access to this equipment in the event of an injury or if an exposure to hazardous materials occurs. The various type of first aid and emergency equipment that will be available include:

- First Aid Kit
- Sterile Eye Wash
- Bloodborne Pathogen Kit (If required)
- Emergency Shower
- Instant coldpacks or Ice

- Fire Extinguishers

C. PERSONAL INJURY

First aid will be administered to injured personnel, as required, by certified persons. Individuals requiring transport to LaGrange Memorial Hospital will be given emergency first aid on-site, if necessary, and transported to the Hospital by ambulance/rescue squad. Injured workers will be decontaminated prior to transport, if possible. If the injury is life threatening, the injured worker will be wrapped in a sheet or similar barrier material, and the Site Health and Safety Officer or his representative will notify the hospital emergency staff to prepare themselves to handle contaminated personnel from the site. If possible, the injured/ill worker will complete an accident report as required by his company, and the immediate supervisor of the worker will assist the SHSO in completing the Supervisor's report for all incidents occurring on-site.

D. FIRST AID, CPR, AND BLOODBORNE PATHOGEN TRAINED PERSONNEL

1. Trained Personnel

At least one person on-site shall be certified in First Aid/CPR and Bloodborne Pathogens. The certified personnel shall be posted:

- In the field office
- At the emergency shower
- Inside all First Aid Kits

2. Bloodborne Pathogens

A bloodborne pathogen is a pathogenic microorganism that is present in human blood and can cause disease in humans. Potentially infectious materials include unfixed tissue or organs (other than intact skin) from

living or dead humans, cell or tissue cultures that contain HIV or HBV (Hepatitis B Virus) and any contaminated sharp object that may pierce, puncture or cut the skin.

When dealing with situations where bloodborne pathogens may be of concern, Personal Protective Equipment (PPE) should be worn. PPE may include gloves, masks, gowns, aprons, faceshields, and protective eye wear. Whenever working in a situation where bloodborne pathogens may be present, all blood and bodily fluids should be treated as they are infected with a bloodborne disease.

Specific procedures should be used at the job-site to minimize the risk of personal contamination. The most important work practice control is handwashing. Workers should wash their hand with a non-abrasive disinfectant soap and running water every time a worker removes their gloves or other PPE. If the skin comes in direct contact with the suspected contaminated fluid or after working on or around a surface that may be contaminated, and soap or running water are not available, a worker should use an antiseptic hand cleaner as a temporary measure. No smoking, eating, drinking, application of cosmetics or handling of contact lenses will be permitted when a worker may be exposed to blood or other potentially infectious materials.

E. ENTRY INSTRUCTIONS

Emergency response personnel arriving on-site will be met by the SHSO or his representative outside the Exclusion Zone. The SHSO or his representative will advise the emergency personnel on the situation relating to potential health hazards and physical hazards, and direct the responders where to go.

F. EMERGENCY PHONE NUMBERS

Emergency phone numbers and maps to the hospital will be posted at the field office, other designated location. A listing of the emergency telephone numbers is as follows:

- Ambulance Service 911
- Fire Department 708-458-1313 or 911
- Police 708-458-1313 or 911
- LaGrange Memorial Hospital 708-352-1200 or 911
- Chemical Referral Center 800-262-8200

G. HOSPITAL LOCATION MAP

A Hospital Location Map is presented in Exhibit VI-1. Copies of this map shall be located in the field office, or other designated area, so that workers may take a copy for use in transporting injured/ill workers to the hospital, if required.

H. FORMS

1. Employee Accident Form

Each employer is responsible for completing an accident form to satisfy his/her company's insurance requirements, and OSHA regulations. These forms will be provided by each Contractor for his/her employees.

2. Site Health And Safety Officer Incident Report

The SHSO will be required to complete an incident report to be submitted to the Project Health and Safety Director. An example form is presented in Exhibit VI-2.

3. Emergency Notification Form

Each worker on-site must complete an Emergency Notification Form and submit it to the SHSO. A copy of this form must be kept in a 3-ring binder, and located in the field office, or other pre-arranged

location. This form will provide the following information:

- Company for which the worker is employed
- Contact person and phone number of employer
- Person to contact in the event of an emergency
- Secondary emergency contact
- Any allergies (to medication, to insects, or plants)

An example of the Emergency Notification Form is presented in Exhibit VI-3.

In the event of transport to the hospital, all pertinent information will be transferred to the SHSO, and the form will be taken along with the patient to the hospital.

I. FIRST AID PROCEDURES

1. Skin & Eye Contact

In the event that chemicals make contact with the skin, use abundant amounts of soap and water. Wash and rinse the affected area thoroughly, then provide appropriate medical attention. An eyewash and shower system will be provided on-site at the support zone as appropriate. Eyes should be rinsed for 15 minutes when chemical contamination has occurred.

2. Heat Stress

All workers must know the symptoms and phases of heat stress to prevent the occurrence of a serious medical condition. When signs of heat stress are noticed by workers or co-workers, action must be taken immediately. The 4 phases of heat stress are:

- Heat Rash
- Heat Cramps
- Heat Exhaustion
- Heat Stroke

a. Heat Rash

Heat rash may be caused by unrelieved exposure to hot and humid air, which may occur in warm-moist climatic zones. During this phase of heat stress, sweat ducts become plugged, which leads to inflammation of the glands. Tiny red vesicles are visible in the affected skin area, and if the affected area is extensive, sweating can be substantially impaired. Heat rash can greatly diminish a worker's capacity to tolerate heat. Skin cleanliness and treatment with mild drying lotions are necessary to prevent infection.

b. Heat Cramps

Heat cramps may occur after prolonged exposure to heat with substantial perspiration and inadequate replacement of salt. The symptoms of heat cramps are spasm and pain in muscles of the abdomen and extremities. Treatment consist of administering salted liquids orally, or IV infusion for more prompt relief.

c. Heat Exhaustion

Heat exhaustion may result from physical exertion in a hot environment when cardiac output is inadequate to meet the increased flow of blood which results from dilation of blood vessels or dehydration. Symptoms include dizziness, fainting, profuse sweating, and cool moist skin. The worker should be

moved to a cooler environment and administered salted fluids.

d. Heat Stroke

Heat stroke is a serious medical condition. Symptoms may include dizziness, nausea, severe headache, hot dry skin, very high body temperature, confusion, collapse, delirium and coma. Cooling of the victim's body must begin immediately or irreversible damage to vital organs may develop. Seek medical attention.

3. Cold Stress

3.1 Workers shall be provided with warm clothing, such as mittens, heavy socks, etc., when the air temperature is below 40-45 degrees Fahrenheit (F). Protective clothing may be used to protect the employee.

3.2 When the air temperature is below 30-40 degrees F (depending upon employee comfort), clothing for warmth, in addition to chemical protective clothing, shall be provided. This will include:

- Insulated suits, such as whole-body thermal underwear.
- Wool socks or polypropylene socks to keep moisture off the feet if there is a potential of work activity which would cause sweating.
- Insulated gloves (when air temperatures are extremely low [less than 5-10 degrees F], gloves with reflective surfaces, which reflect body heat back to the hand, should be used).
- Boots
- Insulated head cover, such as knit caps

3.3 At air temperature below 35 degrees F, the following work practices must be followed:

- If the clothing of an employee might become wet on a job site, the outer layer of the clothing must be impermeable to water.
- If an employee's underclothing (socks, mitten, etc.) becomes wet in any way, the employee must change into dry clothing immediately. If the clothing becomes wet from sweating, the employee may finish the task which caused the sweating before changing into dry clothing.
- Employees must be provided a warm area (65 degrees or above) to change from work clothing into street clothing.
- Employees must be provided a warm break area (60 degrees F or above).
- If appropriate, space heaters may be provided in the work area to warm the hands, feet, etc.
- Hot liquids, such as soups, warm, sweet drinks, etc. shall be provided in the break area. The intake of coffee shall be limited because of the attendant diuretic and circulatory effects.
- The buddy system shall be practiced at all times. Any employee observed with severe shivering shall leave the cold area immediately.
- Employees should layer their clothing, i.e., wear thinner clothing next to the body with heavier clothing layered outside the inner clothing.
- Avoid overdressing when going into warm areas or when performing activities which are strenuous. This could lead to heat stress problems.
- Auxiliary heated versions of handwear, footwear, etc., can be used in lieu of mittens, insulated socks, etc. if extremely cold conditions exist.
- Employees handling evaporating liquids (gasoline, hexane, alcohol, etc.) shall take special precautions to avoid soaking of clothing or gloves with the liquids because of the added danger of cold injury to evaporative cooling.
- Work shall be arranged in such a way that sitting or

standing for long periods is minimized.

3.4 All employees who may work in cold areas shall be trained in:

- Proper first aid treatment;
- Proper clothing practices;
- Proper eating and drinking habits;
- Recognition of impending adverse health effects, and;
- Safe work practices.

3.5 Clothing for warmth, which is worn under chemical protective clothing, can be laundered in normal fashion, without the wash water being collected as contaminated water. If there is a rip or tear in the chemical protective clothing in a contaminated area, the clothing or warmth must be handled as potentially contaminated, and the water in which it is washed must be collected as potentially contaminated water. More rigorous steps may be required if materials handled are extremely toxic.

4. Inhalation

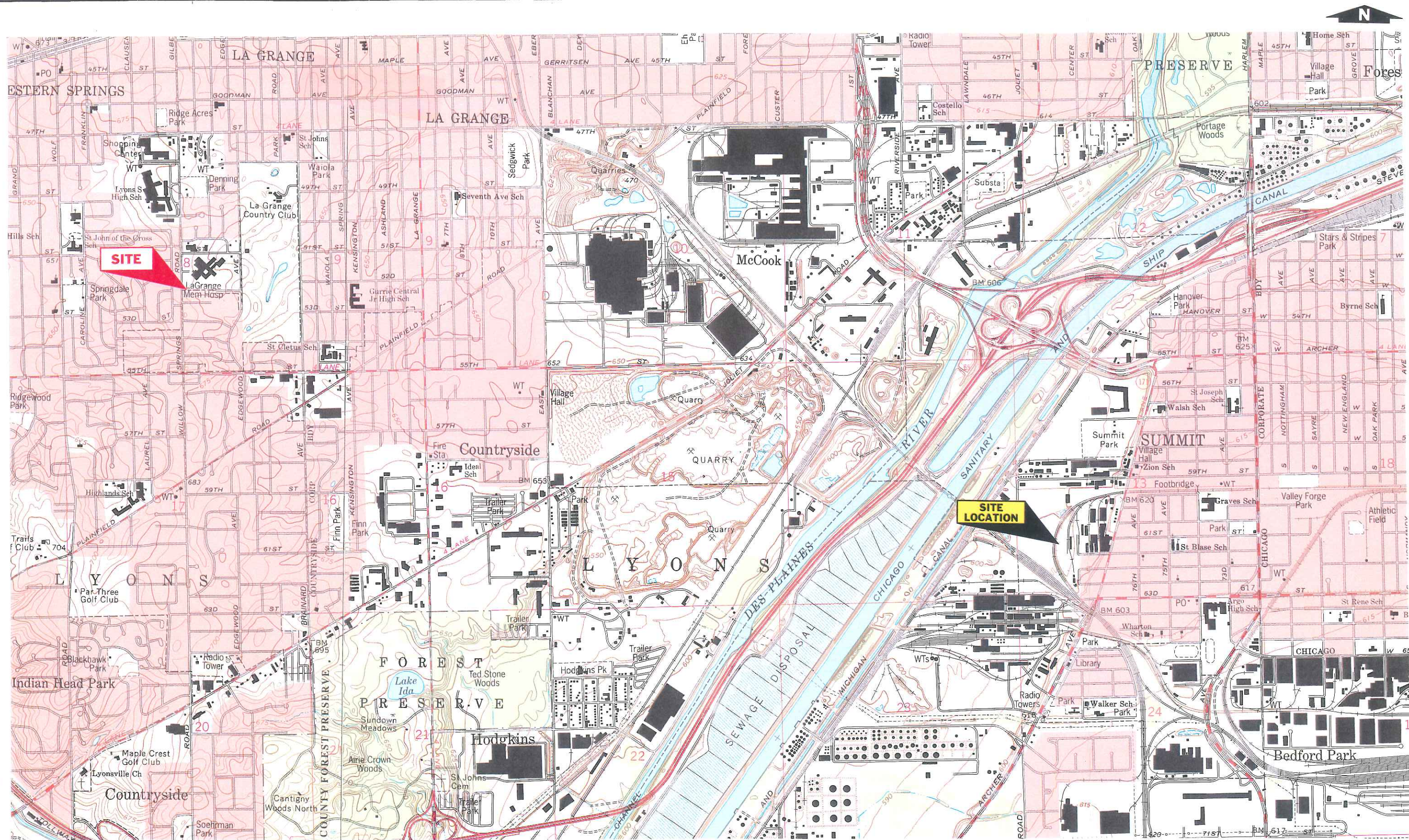
Inhalation of toxic chemicals is the most rapid and efficient route of exposure, immediately introducing toxic chemicals into the respiratory tissues and bloodstream. For this reason it is considered the most important and potentially most serious method of exposure. Seek medical assistance immediately.

5. Ingestion

The entry of toxic materials through ingestion usually occurs due to contamination of food, drinks, and smoking materials, or poor hygiene practices. All workers should wash hands and face before eating or smoking. Seek medical assistance immediately, and contact the local poison control center for assistance until paramedics arrive.

6. Spinal Injuries

If a worker is involved in a fall or other incident which could cause injury to the spinal cord. The worker is not to be moved until paramedics arrive.



NO.	REVISIONS	DATE	ENGR

BAR IS ONE INCH ON
ORIGINAL DRAWING

IF NOT ONE INCH ON
THIS SHEET, ADJUST
SCALES ACCORDINGLY

W. Z. BAUMGARTNER & ASSOCIATES, INC.
ENVIRONMENTAL CONSULTANTS

500 WILSON PIKE CIRCLE, SUITE 208
P.O. BOX 788 (37024)
BRENTWOOD, TENNESSEE 37027
615-373-1572

DRAWN BY: CLG
CHECKED BY: JCT
ENGINEER: WZB
DATE: 7/08/87

HOSPITAL LOCATION MAP

MIDWEST METALLICS, LP
SUMMIT, ILLINOIS

SCALE: NONE
PROJECT NO: 97031
CONTOUR INTERVAL: NA
EXHIBIT NO: VI-1

EXHIBIT NO. VI-2
SITE HEALTH & SAFETY OFFICER
INCIDENT REPORT

Project: Site/Pile Characterization

Location: Summit, Illinois

Date: _____

Time of Incident: _____

Time Fire Dept. Called: _____

Time of Paramedic Arrival: _____

Name of Worker: _____

Employer: _____

Job Title: _____

Injury: _____

Medical Treatment
Received: _____

Given by (on-site): _____

Damage to Property: _____

EXHIBIT NO. VI-2 (Continued)

SITE HEALTH & SAFETY OFFICER

INCIDENT REPORT

Damage to Equipment:

Primary Cause of Incident:

Was worker wearing proper PPE?

Yes

No

If No, Explain

Was worker Decontaminated Prior to extraction from site?

Yes

No

If No, was hospital contacted?

Yes

No

Correction actions suggested

EXHIBIT NO. VI-2 (Continued)

SITE HEALTH & SAFETY OFFICER

INCIDENT REPORT

Witness statements:

Completed By: _____

Date: _____

Project Health & Safety Director Signature:

Date: _____

EXHIBIT NO. VI-3

EMERGENCY NOTIFICATION FORM

(Print All Information)

Name: _____

Employer: _____

Employer Phone No.: _____

Employer Contact in
Event of Emergency: _____

Name of relative to contact
in Event of Emergency: _____

Phone No: _____

Secondary Phone No.: _____

Address:
Street: _____

City, State, Zip _____

Secondary Contact in
Event of Emergency: _____

Phone No.: _____

Secondary Phone No.: _____

Address:
Street: _____

City, State, Zip _____

EXHIBIT NO. VI-3 (Continued)

EMERGENCY NOTIFICATION FORM

(Print All Information)

List any allergies to
Medication, Insects or
Plants:

Any other medical
conditions (digestive,
heart problems, etc.):

Signature:

Date:

EXHIBIT NO. VI-4

MIDWEST METALLICS, L.P.

HEALTH & SAFETY PLAN

HEAT-STRESS EMERGENCIES			
SIGNS AND SYMPTOMS	CONDITION		
	Heat Cramps	Heat Exhaustion	Heat Stroke
Muscle Cramps	Yes	No	No
Breathing	Varies	Rapid Shallow	Deep Then Shallow
Pulse	Varies	Weak	Full Rapid
Weakness	Yes	Yes	Yes
Skin	Moist-Warm No Change	Cold Clammy	Dry-Hot
Perspiration	Heavy	Heavy	Little or None
Loss of Consciousness	Seldom	Sometimes	Often

SECTION VII
PERSONAL PROTECTION EQUIPMENT (PPE)

W Z B

VII. PERSONAL PROTECTION EQUIPMENT (PPE)

A. LEVELS OF PROTECTION

The personal protective equipment (PPE) listed is to address potential exposures during the course of the removal project. It is anticipated that exposure will most likely result from physical contact with particulate matter containing contaminants of concern. Routes of exposure may include absorption through the skin, ingestion and/or inhalation.

1. Level D

All personnel involved in site activity outside of Contamination Reduction Zone, such as set-up, preparation and maintenance areas shall utilize Level D PPE at all times. Level D PPE consist of:

- Steel toe and steel shank work boots
- Long sleeve shirt/pants or coveralls
- Safety glasses/Protective eyewear
- Hard Hat

2. Level C

Level C shall be used by all personnel in the Contamination Reduction and Exclusion Zones. This shall be strictly enforced by the SHSO. No contact lenses shall be worn when working around material containing PCB. Level C protection consist of:

- Steel toe and steel shank work boots
- Hooded Spun-bound Tyvek coveralls
- Hard Hat

- Two layers of gloves; inner and outer both to be chemical resistant
- Tyvek boot covers
- Safety Glasses/Protective eyewear
- NIOSH/MSHA approved air-purifying respirators with correct cartridges, as required.
- Hearing protection for heavy machinery work

Everyone entering the work area must be clean shaven and undergone a fit test for his/her respirator.

The SHSO or a designated person, trained in fit testing, shall perform fit test periodically on each person entering the work zone by using a smoke or other appropriate test kit. A form for recording this test is presented in Exhibit VIII-1. Each individual will perform a negative and positive pressure test prior to entering the work zone. If dust is not controlled, all personnel may be required to don full face supplied air respirators. The SHSO shall make this determination.

3. Donning Level C PPE

The following procedure will be utilized for donning PPE:

- Inspect clothing for holes, rips or tears
- Don boot covers and Tyvek coveralls
- With Tyvek leg on outside of boot cover, tape Tyvek leg to boot cover
- Don gloves (inner and outer)

- With Tyvek sleeve outside of gloves, have assistant, without gloves, tape Tyvek to gloves.
- Don respirator, as required
- Fit test respirator, as required
- Cover head with hood
- Don hard hat and eye protection

When wrapping tape, ensure end of tape is folded over on itself for easy removal.

EXHIBIT VII-1

RESPIRATOR FIT TEST

Name: _____ Date: _____

Employer: _____

Respirator Manufacturer: _____

Size _____ 1/2 Face _____ Full Face _____ Other _____

I attest that I have passed a qualitative fit test and have received instructions on the proper use and limitations of the respirator listed above.

Signature _____

Type of Smoke Test: Irritant _____ Odor _____

Passed _____ Failed _____

Administrator and Title: _____

Administrator's Signature: _____

SECTION VIII

DECONTAMINATION AND DISPOSAL PROCEDURES

W Z B

VIII. DECONTAMINATION AND DISPOSAL PROCEDURES

All personnel exiting the work zone will be required to pass through the contamination reduction zone upon exiting the area. The SHSO will monitor all decontamination procedures.

A. PERSONNEL DECONTAMINATION FOLLOWING SAMPLING

No personnel or equipment will be allowed to exit the site without the SHSO's personal approval. The procedure for doffing work cloths is as follows:

- All hand equipment used in the work zone should be set on plastic sheets, in supplied containers or in wash racks. These items will be washed separate from personnel.
- Wash gloves and boots (if boots exposed) with decon solution or detergent and water. Rinse with water.
- Remove tape working from top to bottom and dispose of promptly.
- With both hands gloved, peel **outer** glove off from top to bottom and hold it in the gloved hand being careful not to contact the glove exterior with the skin.
- Peel the second **outer** glove from the inside, turning the first glove inside the second.
- Dispose of the gloves promptly.
- Remove Tyvek, turning the suit inside out.
- Remove facepiece, discard canisters and wash facepiece.
- Wash inner gloves.
- Remove boots.

- Wash inner gloves a second time and remove as described above.
- Shower if highly toxic, skin corrosive or skin absorbable materials are known or suspected to be present on the skin. At a minimum, hands and face must be washed with soap and water.
- Redress

Personnel not involved in sampling, which includes direct, extensive contact with the material, shall observe those portions of this section as directed by the SHSO.

B. EQUIPMENT DECONTAMINATION

1. Heavy Equipment

All heavy equipment exiting the Exclusion Zone will be washed with detergent and water. The water shall be collected, placed in 55 gallon drums or welded steel storage tanks and disposed of in an environmentally safe manner as described in Section VIII.C. All heavy equipment which requires decontamination shall undergo a wipe test as described in 40 CFR 761.123. Decontamination of heavy equipment shall be the sole responsibility of the contractor.

2. Sampling Equipment And Hand Tools

Sampling equipment and hand tools shall be decontaminated in a separate area from personnel decontamination. High pressure washers, sprayers, brushes and decon solution/detergents will be utilized to remove contamination. All personnel involved with decontamination will be in Level C PPE. All equipment will be subject to a wipe test as described in 40 CFR 761.123.

C. DISPOSAL OF WASTE

1. Solid Waste

All disposable PPE and unusable equipment will be disposed of by Midwest Metallics, L.P.

2. Liquid Waste

Liquid waste (i.e. decontamination water) will be maintained in sound containers, consisting of 55 gallon drums or welded steel or polyethylene storage tanks, prior to disposal.

All liquid waste must be sampled and analyzed prior to shipment to the receiving facility. If concentrations exceed limits to be shipped to a treatment plant, arrangements will be made for shipment to a treatment facility capable of treating the waste.

SECTION IX
TRAINING

WZB

IX. TRAINING

A. FIRST AID, CPR, AND BLOODBORNE PATHOGEN TRAINING

At least one person on-site shall be certified in First Aid/CPR and Bloodborne Pathogens. Certification must be made available upon request.

B. HAZARD WASTE OPERATIONS AND EMERGENCY RESPONSE (OSHA 29 CFR 1910.120)

All personnel entering the support zone must have received 40 hour training as specified under 29 CFR 1910.120. This includes any on-site security personnel. The SHSO must have received an additional 8 hour supervisors course. All personnel must submit proof of training upon beginning of operations. The SHSO must record personnel and training certification in his/her log book. It is the Contractors responsibility to notify the SHSO of any new workers on-site so that the SHSO may check their credentials.

C. HAZARD COMMUNICATION (OSHA 29 CFR 1910.1200)

All personnel must have understanding of the hazard communication standard as required under OSHA 29 CFR 1910.1200. Training shall include at least:

- Methods and observations that may be used to detect the presence of a hazardous chemical in the work area; such as, monitoring conducted by the employer, continuous monitoring devices, visual appearance or odor of hazardous chemicals when being released, etc.
- The physical and health hazards of the chemicals in the work area.
- The measures employees can take to protect themselves from these hazards; such as, appropriate work practices, emergency procedures, and protective equipment to be used.
- The details of the hazard communication developed by the employer, including an explanation of the labeling system, and the Material Safety

Data Sheet (MSDS), and how employees can obtain and use appropriate hazard information.

D. DAILY PRE-OPERATIONS MEETINGS

At the beginning of operations for each day, the SHSO will review on-site work activities, and discuss any modifications of work and the Health and Safety Plan. Any safety problems which were corrected on a person to person level with any worker the previous day will be brought to the attention to all workers to prevent re-occurrence by others. Any relocation of emergency equipment will also be noted during this meeting.

Table 1

Industrial Hygiene Air Sampling Data

Client: Midwest Metalics, H & H Yard Gary, IN 97-4578-1Date: May 7, 1997

Location Description	Contaminant	Concentration	8 Hour TWA	PEL	TLV	Sample	
						No.	Min
Dan Bowen Endloader Operator	Lead (1)	2.7	2.56	50 ug/m ³ 30 ug/m ³ AL	50 ug/m ³	P-01	455
Delbert Kemper Machine Operator	Lead (1)	4.4	4.13	50 ug/m ³ 30 ug/m ³ AL	50 ug/m ³	P-02	450
Robert Pleva Assistant Machine Operator	Lead (1)	6.2	5.75	50 ug/m ³ 30 ug/m ³ AL	50 ug/m ³	P-03	445
Quality Control Field Blank	Lead (5)	<2.0	N/A	N.E.	N.E.	Blank-02	---

- (1) micrograms per cubic meter
 (2) milligrams per cubic meter
 (3) parts per million
 (4) milligrams
 (5) micrograms

C = Ceiling Limit
 N.E. = None Established
 N.D. = None Detected
 AL = Action Level

PEL = OSHA Permissible Exposure Level
 TLV = ACGIH Recommended Threshold Limit Value
 < = Less Than Analytical Detection Limit
 STEL = Short Term Exposure Limit
 TWA = Time Weighted Average

Industrial Hygiene Air Sampling Data

Table 1

Client: Midwest Metallurgy - H and H Yard(97-4470-I)

Date: January 23, 1997

Location/Description	Contaminant	Concentration	PEL	TLV	Action Level	Comments	Sample No.	Sample Min.
Dan Bowen 315-72-8872	Lead (1) Respirable Dust (2)	2.5 0.471	50 5	50 3	30 N/A		L-1 RD-1	455 455
Robert Pleva 312-72-4311	Lead (1) Respirable Dust (2)	2.3 0.10	50 5	50 3	30 N/A		L-2 RD-2	447 447
Curtis Beverly 311-88-3539	Lead (1) Respirable Dust (2)	7.0 1.16	50 5	50 3	30 N/A		L-3 RD-3	437 437
Dean Sanaghan 360-56-5103	Lead (1) Respirable Dust (2)	<2.6 0.069	50 5	50 3	30 N/A		L-4 RD-4	420 420
Quality Control Field Blank	Lead (4) Respirable Dust (5)	<2.0 <0.01	N.E. N.E.	N.E. N.E.	N.E. N.E.		L-5 RD-5	N/A N/A

- (1) micrograms per cubic meter
- (2) milligrams per cubic meter
- (3) parts per million
- (4) micrograms
- (5) milligrams

C = Ceiling Limit
N.E. = None Established
N.D. = None Detected
E.L. = OSHA Excursion Limit

< = less than analytical detection limit
P.E.L. = OSHA Permissible Exposure Level
T.L.V. = ACGIH recommended Threshold Limit Value
S.T.E.L. = Short Term Exposure Limit

SECTION X
MONITORING

WZB

X. MONITORING

A. MEDICAL MONITORING

All Employers will be required to provide medical surveillance for his/her employees. OSHA 1910.120 requires that medical surveillance be provided for the following employees:

- All employees who are or may be exposed to hazardous substances or health hazards at or above the established permissible exposure limit (PEL), above the published exposure levels for these substances, without regard to the use of respirators, for 30 days or more a year.
- All employees who wear a respirator for 30 days or more a year or as required by 1910.134.
- All employees who are injured, become ill or develop signs or symptoms due to possible overexposure involving hazardous substances or health hazards from an emergency response or hazardous waste operation.
- Members of HAZMAT teams.

B. PERSONAL MONITORING

Site activities associated with the implementation of the Remedial Investigation Workplan should not result in any occupational exposures above Permissible Exposure Limits (PEL). The site activities proposed should not result in undue or excessive disturbance of potentially contaminated media, such as soil or shredder residue. Attached are results of personal air monitoring performed on subcontractor staff involved in excavation, loading and processing of shredder residue at a remote location. There is no data available at present to suggest exposures at the subject site will approach the levels reported on the attached.

APPENDICES

W Z B

APPENDIX A

W Z B

Part Number 1910

Standard Number 1910.120

Title Hazardous waste operations and emergency response.

(a) Scope, application, and definitions. - (1) Scope. This section covers the following operations, unless the employer can demonstrate that the operation does not involve employee exposure or the reasonable possibility for employee exposure to safety or health hazards:

(i) Clean-up operations required by a governmental body, whether Federal, state local or other involving hazardous substances that are conducted at uncontrolled hazardous waste sites (including, but not limited to, the EPA's National Priority Site List (NPL), state priority site lists, sites recommended for the EPA NPL, and initial investigations of government identified sites which are conducted before the presence or absence of hazardous substances has been ascertained;

(ii) Corrective actions involving clean-up operations at sites covered by the Resource Conservation and Recovery Act of 1976 (RCRA) as amended (42 U.S.C. 6901 et seq);

(iii) Voluntary clean-up operations at sites recognized by Federal, state, local or other governmental bodies as uncontrolled hazardous waste sites;

(iv) Operations involving hazardous waste that are conducted at treatment, storage, disposal (TSD) facilities regulated by 40 CFR Parts 264 and 265 pursuant to RCRA; or by agencies under agreement with U.S.E.P.A. to implement RCRA regulations; and

1910.120(a)(1)(v)

(v) Emergency response operations for releases of, or substantial threats of releases of, hazardous substances without regard to the location of the hazard.

(2) Application. (i) All requirements of Part 1910 and Part 1926 of Title 29 of the Code of Federal Regulations apply pursuant to their terms to hazardous waste and emergency response operations whether covered by this section or not. If there is a conflict or overlap, the provision more protective of employee safety and health shall apply without regard to 29

CFR 1910.5(c)(1).

(ii) Hazardous substance clean-up operations within the scope of paragraphs (a)(1)(i) through (a)(1)(iii) of this section must comply with all paragraphs of this section except paragraphs (p) and (q).

(iii) Operations within the scope of paragraph (a)(1)(i) of this section must comply only with the requirements of paragraph (p) of this section.

Notes and Exceptions: (A) All provisions of paragraph (p) of this section cover any treatment, storage or disposal (TSD) operation regulated by 40 CFR parts 264 and 265 or by state law authorized under RCRA, and required to have a permit or interim status from EPA pursuant to 40 CFR 270.1 or from a state agency pursuant to RCRA.

1910.120(a)(2)(iii)(B)

(B) Employers who are not required to have a permit or interim status because they are conditionally exempt small quantity generators under 40 CFR 261.5 or are generators who qualify under 40 CFR 262.34 for exemptions from regulation under 40 CFR 262.34 for exemptions from regulation under 40 CFR parts 264, 265, and 270 ("excepted employers") are not covered by paragraphs (p)(1) through (p)(7) of this section. Excepted employers who are required by the EPA or state agency to have their employees engage in emergency response or who direct their employees to engage in emergency response are covered by paragraph (p)(8) of this section, and cannot be exempted by (p)(8)(i) of this section.

(C) If an area is used primarily for treatment, storage or disposal, any emergency response operations in that area shall comply with paragraph (p) (8) of this section. In other areas not used primarily for treatment, storage, or disposal, any emergency response operations shall comply with paragraph (q) of this section. Compliance with the requirements of paragraph (q) of this section shall be deemed to be in compliance with the requirements of paragraph (p)(8) of this section.

(iv) Emergency response operations for releases of, or substantial threats of releases of, hazardous substances which are not covered by paragraphs (a)(1)(i) through (a)(1)(iv) of this section must only comply with the requirements of paragraph (q) of this section.

1910.120(a)(3)

(3) Definitions - "Buddy system" means a system of organizing employees into work groups in such a manner that each employee of the work group is designated to be observed by at least one other employee in the work group. The purpose of the buddy system is to provide rapid assistance to employees in the event of an emergency.

"Clean-up operation" means an operation where hazardous substances are removed, contained, incinerated, neutralized, stabilized, cleared-up, or in any other manner processed or handled with the ultimate goal of making the site safer for people or the environment.

"Decontamination" means the removal of hazardous substances from employees and their equipment to the extent necessary to preclude the occurrence of foreseeable adverse health effects.

"Emergency response" or "responding to emergencies" means a response effort by employees from outside the immediate release area or by other designated responders (i.e., mutual aid groups, local fire departments, etc.) to an occurrence which results, or is likely to result, in an uncontrolled release of a hazardous substance. Responses to incidental releases of hazardous substances where the substance can be absorbed, neutralized, or otherwise controlled at the time of release by employees in the immediate release area, or by maintenance personnel are not considered to be emergency responses within the scope of this standard.

Responses to releases of hazardous substances where there is no potential safety or health hazard (i.e., fire, explosion, or chemical exposure) are not considered to be emergency responses.

"Facility" means (A) any building, structure, installation, equipment, pipe or pipeline (including any pipe into a sewer or publicly owned treatment works), well, pit, pond, lagoon, impoundment, ditch, storage container, motor vehicle, rolling stock, or aircraft, or (B) any site or area where a hazardous substance has been deposited, stored, disposed of, or placed, or otherwise come to be located; but does not include any consumer product in consumer use or any water-borne vessel.

"Hazardous materials response (HAZMAT) team" means an organized group of employees, designated by the employer, who are expected

to perform work to handle and control actual or potential leaks or spills of hazardous substances requiring possible close approach to the substance.

The team members perform responses to releases or potential releases of hazardous substances for the purpose of control or stabilization of the incident. A HAZMAT team is not a fire brigade nor is a typical fire brigade a HAZMAT team. A HAZMAT team, however, may be a separate component of a fire brigade or fire department.

"Hazardous substance" means any substance designated or listed under (A) through (D) of this definition, exposure to which results or may result in adverse effects on the health or safety of employees:

[A] Any substance defined under section 101(14) of CERCLA;

[B] Any biologic agent and other disease causing agent which after release into the environment and upon exposure, ingestion, inhalation, or assimilation into any person, either directly from the environment or indirectly by ingestion through food chains, will or may reasonably be anticipated to cause death, disease, behavioral abnormalities, cancer, genetic mutation, physiological malfunctions (including malfunctions in reproduction) or physical deformations in such persons or their offspring.

[C] Any substance listed by the U.S. Department of Transportation as hazardous materials under 49 CFR 172.101; and

[D] Hazardous waste as herein defined.

"Hazardous waste" means -

[A] A waste or combination of wastes as defined in 40 CFR 261.3, or

[B] Those substances defined as hazardous wastes in 49 CFR 171.8.

"Hazardous waste operation" means any operation conducted within the scope of this standard.

"Hazardous waste site" or "Site" means any facility or location within the scope of this standard at which hazardous waste operations take place.

"Health hazard" means a chemical, mixture of chemicals or a pathogen for which there is statistically significant evidence based on at least one study conducted in accordance with established scientific principles that acute or chronic health effects may occur in exposed employees. The term "health hazard" includes

chemicals which are carcinogens, toxic or highly toxic agents, reproductive toxins, irritants, corrosives, sensitizers, hepatotoxins, nephrotoxins, neurotoxins, agents which act on the hematopoietic system, and agents which damage the lungs, skin, eyes, or mucous membranes. It also includes stress due to temperature extremes. Further definition of the terms used above can be found in Appendix A to 29 CFR 1910.1200.

"IDLH" or "Immediately dangerous to life or health" means an atmospheric concentration of any toxic, corrosive or asphyxiant substance that poses an immediate threat to life or would interfere with an individual's ability to escape from a dangerous atmosphere.

"Oxygen deficiency" means that concentration of oxygen by volume below which atmosphere supplying respiratory protection must be provided. It exists in atmospheres where the percentage of oxygen by volume is less than 19.5 percent oxygen.

"Permissible exposure limit" means the exposure, inhalation or dermal permissible exposure limit specified in 29 CFR Part 1910, Subparts G and Z.

"Published exposure level" means the exposure limits published in "NIOSH recommendations for Occupational Health Standards" dated 1986 incorporated by reference, or if none is specified, the exposure limits published in the standards specified by the American Conference of Governmental Industrial Hygienists in their publication "Threshold Limit Values and Biological Exposure Indices for 1987 - 88" dated 1987 incorporated by reference.

"Post emergency response" means that portion of an emergency response performed after the immediate threat of a release has been stabilized or eliminated and clean-up of the site has begun. If post emergency response is performed by an employer's own employees who were part of the initial emergency response, it is considered to be part of the initial response and not post emergency response. However, if a group of an employer's own employees, separate from the group providing initial response, performs the clean-up operation, then the separate group of employees would be considered to be performing post-emergency response and subject to paragraph (q)(11) of this section.

"Qualified person" means a person with

specific training, knowledge and experience in the area for which the person has the responsibility and the authority to control.

"Site safety and health supervisor (or official)" means the individual located on a hazardous waste site who is responsible to the employer and has the authority and knowledge necessary to implement the site safety and health plan and verify compliance with applicable safety and health requirements.

"Small quantity generator" means a generator of hazardous wastes who in any calendar month generates no more than 1,000 kilograms (2,205) pounds of hazardous waste in that month.

"Uncontrolled hazardous waste site" means an area where an accumulation of hazardous waste creates a threat to the health and safety of individuals or the environment or both. Some sites are found on public lands, such as those created by former municipal, county or state landfills where illegal or poorly managed waste disposal has taken place.

Other sites are found on private property, often belonging to generators or former generators of hazardous waste. Examples of such sites include, but are not limited to, surface impoundments, landfills, dumps, and tank or drum farms. Normal operations at TSD sites are not covered by this definition.

1910.120(b)

(b) Safety and health program.

Note to (b): Safety and health programs developed and implemented to meet other federal, state, or local regulations are considered acceptable in meeting this requirement if they cover or are modified to cover the topics required in this paragraph. An additional or separate safety and health program is not required by this paragraph.

(1) General. (i) Employers shall develop and implement a written safety and health program for their employees involved in hazardous waste operations. The program shall be designed to identify, evaluate, and control safety and health hazards, and provide for emergency response for hazardous waste operations.

(ii) The written safety and health program shall incorporate the following:

- (A) An organizational structure;
- (B) A comprehensive workplan;

(C) A site-specific safety and health plan which need not repeat the employer's standard

operating procedures required in paragraph (b)(1)(ii)(F) of this section;

(D) The safety and health training program;
1910.120(b)(1)(ii)(E)

(E) The medical surveillance program;

(F) The employer's standard operating procedures for safety and health; and

(G) Any necessary interface between general program and site specific activities.

(iii) Site excavation. Site excavations created during initial site preparation or during hazardous waste operations shall be shored or sloped as appropriate to prevent accidental collapse in accordance with Subpart P of 29 CFR Part 1926.

(iv) Contractors and sub-contractors. An employer who retains contractor or sub-contractor services for work in hazardous waste operations shall inform those contractors, sub-contractors, or their representatives of the site emergency response procedures and any potential fire, explosion, health, safety or other hazards of the hazardous waste operation that have been identified by the employer's information program.

(v) Program availability. The written safety and health program shall be made available to any contractor or subcontractor or their representative who will be involved with the hazardous waste operation; to employees; to employee designated representatives; to OSHA personnel, and to personnel of other Federal, state, or local agencies with regulatory authority over the site.

1910.120(b)(2)

(2) Organizational structure part of the site program. - (i) The organizational structure part of the program shall establish the specific chain of command and specify the overall responsibilities of supervisors and employees. It shall include, at a minimum, the following elements:

(A) A general supervisor who has the responsibility and authority to direct all hazardous waste operations.

(B) A site safety and health supervisor who has the responsibility and authority to develop and implement the site safety and health plan and verify compliance.

(C) All other personnel needed for hazardous waste site operations and emergency response and their general functions and responsibilities.

(D) The lines of authority, responsibility, and

communication.

(ii) The organizational structure shall be reviewed and updated as necessary to reflect the current status of waste site operations.

(3) Comprehensive workplan part of the site program. The comprehensive workplan part of the program shall address the tasks and objectives of the site operations and the logistics and resources required to reach those tasks and objectives.

(i) The comprehensive workplan shall define anticipated clean-up activities as well as normal operating procedures which need not repeat the employer's procedures available elsewhere.

1910.120(b)(3)(ii)

(ii) The comprehensive workplan shall define work tasks and objectives and identify the methods for accomplishing those tasks and objectives.

(iii) The comprehensive workplan shall establish personnel requirements for implementing the plan.

(iv) The comprehensive workplan shall provide for the implementation of the training required in paragraph (e) of this section.

(v) The comprehensive workplan shall provide for the implementation of the required informational programs required in paragraph (i) of this section.

(vi) The comprehensive workplan shall provide for the implementation of the medical surveillance program described in paragraph (f) if this section.

(4) Site-specific safety and health plan part of the program. - (i) General. The site safety and health plan, which must be kept on site, shall address the safety and health hazards of each phase of site operation and include the requirements and procedures for employee protection.

(ii) Elements. The site safety and health plan, as a minimum, shall address the following:

1910.120(b)(4)(ii)(A)

(A) A safety and health risk or hazard analysis for each site task and operation found in the workplan.

(B) Employee training assignments to assure compliance with paragraph (e) of this section.

(C) Personal protective equipment to be used by employees for each of the site tasks and operations being conducted as required by the personal protective equipment program in paragraph (g)(5) of this section.

(D) Medical surveillance requirements in

accordance with the program in paragraph (f) of this section.

(E) Frequency and types of air monitoring, personnel monitoring, and environmental sampling techniques and instrumentation to be used, including methods of maintenance and calibration of monitoring and sampling equipment to be used.

(F) Site control measures in accordance with the site control program required in paragraph (d) of this section.

(G) Decontamination procedures in accordance with paragraph (k) of this section.

(H) An emergency response plan meeting the requirements of paragraph (l) of this section for safe and effective responses to emergencies, including the necessary PPE and other equipment.

1910.120(b)(4)(ii)(I)

(I) Confined space entry procedures.

(J) A spill containment program meeting the requirements of paragraph (j) of this section.

(iii) Pre-entry briefing. The site specific safety and health plan shall provide for pre-entry briefings to be held prior to initiating any site activity, and at such other times as necessary to ensure that employees are apprised of the site safety and health plan and that this plan is being followed. The information and data obtained from site characterization and analysis work required in paragraph (c) of this section shall be used to prepare and update the site safety and health plan.

(iv) Effectiveness of site safety and health plan. Inspections shall be conducted by the site safety and health supervisor or, in the absence of that individual, another individual who is knowledgeable in occupational safety and health, acting on behalf of the employer as necessary to determine the effectiveness of the site safety and health plan. Any deficiencies in the effectiveness of the site safety and health plan shall be corrected by the employer.

(c) Site characterization and analysis - (1) General. Hazardous waste sites shall be evaluated in accordance with this paragraph to identify specific site hazards and to determine the appropriate safety and health control procedures needed to protect employees from the identified hazards.

1910.120(c)(2)

(2) Preliminary evaluation. A preliminary evaluation of a site's characteristics shall be

performed prior to site entry by a qualified person in order to aid in the selection of appropriate employee protection methods prior to site entry. Immediately after initial site entry, a more detailed evaluation of the site's specific characteristics shall be performed by a qualified person in order to further identify existing site hazards and to further aid in the selection of the appropriate engineering controls and personal protective equipment for the tasks to be performed.

(3) Hazard identification. All suspected conditions that may pose inhalation or skin absorption hazards that are immediately dangerous to life or health (IDLH) or other conditions that may cause death or serious harm shall be identified during the preliminary survey and evaluated during the detailed survey. Examples of such hazards include, but are not limited to, confined space entry, potentially explosive or flammable situations, visible vapor clouds, or areas where biological indicators such as dead animals or vegetation are located.

(4) Required information. The following information to the extent available shall be obtained by the employer prior to allowing employees to enter a site:

1910.120(c)(4)(i)

(i) Location and approximate size of the site.

(ii) Description of the response activity and/or the job task to be performed.

(iii) Duration of the planned employee activity.

(iv) Site topography and accessibility by air and roads.

(v) Safety and health hazards expected at the site.

(vi) Pathways for hazardous substance dispersion.

(vii) Present status and capabilities of emergency response teams that would provide assistance to on-site employees at the time of an emergency.

(viii) Hazardous substances and health hazards involved or expected at the site and their chemical and physical properties.

(5) Personal protective equipment (PPE) shall be provided and used during initial site entry in accordance with the following requirements:

(i) Based upon the results of the preliminary site evaluation, an ensemble of PPE shall be

selected and used during initial site entry which will provide protection to a level of exposure below permissible exposure limits and published exposure levels for known or suspected hazardous substances and health hazards and which will provide protection against other known and suspected hazards identified during the preliminary site evaluation. If there is no permissible exposure limit or published exposure level, the employer may use other published studies and information as a guide to appropriate personal protective equipment.

1910.120(c)(5)(ii)

(ii) If positive-pressure self-contained breathing apparatus is not used as part of the entry ensemble, and if respiratory protection is warranted by the potential hazards identified during the preliminary site evaluation, an escape self-contained breathing apparatus of at least five minute's duration shall be carried by employees during initial site entry.

(iii) If the preliminary site evaluation does not produce sufficient information to identify the hazards or suspected hazards of the site an ensemble providing equivalent to Level B PPE shall be provided as minimum protection, and direct reading instruments shall be used as appropriate for identifying IDLH conditions. (See Appendix B for guidelines on Level B protective equipment.)

(iv) Once the hazards of the site have been identified, the appropriate PPE shall be selected and used in accordance with paragraph (g) of this section.

(6) Monitoring. The following monitoring shall be conducted during initial site entry when the site evaluation produces information which shows the potential for ionizing radiation or IDLH conditions, or when the site information is not sufficient reasonably to eliminate these possible conditions:

1910.120(c)(6)(i)

(i) Monitoring with direct reading instruments for hazardous levels of ionizing radiation.

(ii) Monitoring the air with appropriate direct reading test equipment for (i.e., combustible gas meters, detector tubes) for IDLH and other conditions that may cause death or serious harm (combustible or explosive atmospheres, oxygen deficiency, toxic substances.)

(iii) Visually observing for signs of actual or potential IDLH or other dangerous conditions.

(iv) An ongoing air monitoring program in

accordance with paragraph (h) of this section shall be implemented after site characterization has determined the site is safe for the start-up of operations.

(7) Risk identification. Once the presence and concentrations of specific hazardous substances and health hazards have been established, the risks associated with these substances shall be identified. Employees who will be working on the site shall be informed of any risks that have been identified. In situations covered by the Hazard Communication Standard, 29 CFR 1910.1200, training required by that standard need not be duplicated.

Note to (c)(7). - Risks to consider include, but are not limited to:

[a] Exposures exceeding the permissible exposure limits and published exposure levels.

[b] IDLH Concentrations.

[c] Potential Skin Absorption and Irritation Sources.

[d] Potential Eye Irritation Sources.

[e] Explosion Sensitivity and Flammability Ranges.

[f] Oxygen deficiency.

1910.120(c)(8)

(8) Employee notification. Any information concerning the chemical, physical, and toxicologic properties of each substance known or expected to be present on site that is available to the employer and relevant to the duties an employee is expected to perform shall be made available to the affected employees prior to the commencement of their work activities. The employer may utilize information developed for the hazard communication standard for this purpose.

(d) Site control .-

(1) General. Appropriate site control procedures shall be implemented to control employee exposure to hazardous substances before clean-up work begins.

(2) Site control program. A site control program for protecting employees which is part of the employer's site safety and health program required in paragraph (b) of this section shall be developed during the planning stages of a hazardous waste clean-up operation and modified as necessary as new information becomes available.

(3) Elements of the site control program. The site control program shall, as a minimum,

include: A site map; site work zones; the use of a "buddy system"; site communications including alerting means for emergencies; the standard operating procedures or safe work practices; and, identification of the nearest medical assistance. Where these requirements are covered elsewhere they need not be repeated.

1910.120(e)

(e) Training. - (1) General. (i) All employees working on site (such as but not limited to equipment operators, general laborers and others) exposed to hazardous substances, health hazards, or safety hazards and their supervisors and management responsible for the site shall receive training meeting the requirements of this paragraph before they are permitted to engage in hazardous waste operations that could expose them to hazardous substances, safety, or health hazards, and they shall receive review training as specified in this paragraph.

(ii) Employees shall not be permitted to participate in or supervise field activities until they have been trained to a level required by their job function and responsibility.

(2) Elements to be covered. The training shall thoroughly cover the following:

(i) Names of personnel and alternates responsible for site safety and health;

(ii) Safety, health and other hazards present on the site;

(iii) Use of PPE;

(iv) Work practices by which the employee can minimize risks from hazards;

1910.120(e)(2)(v)

(v) Safe use of engineering controls and equipment on the site;

(vi) Medical surveillance requirements including recognition of symptoms and signs which might indicate over exposure to hazards; and

(vii) The contents of paragraphs (G) through (J) of the site safety and health plan set forth in paragraph (b)(4)(ii) of this section.

(3) Initial training. (i) General site workers (such as equipment operators, general laborers and supervisory personnel) engaged in hazardous substance removal or other activities which expose or potentially expose workers to hazardous substances and health hazards shall receive a minimum of 40 hours of instruction off the site, and a minimum of three days actual field experience under the

direct supervision of a trained experienced supervisor.

(ii) Workers on site only occasionally for a specific limited task (such as, but not limited to, ground water monitoring, land surveying, or geophysical surveying) and who are unlikely to be exposed over permissible exposure limits and published exposure limits shall receive a minimum of 24 hours of instruction off the site, and the minimum of one day actual field experience under the direct supervision of a trained, experienced supervisor.

1910.120(e)(3)(iii)

(iii) Workers regularly on site who work in areas which have been monitored and fully characterized indicating that exposures are under permissible exposure limits and published exposure limits where respirators are not necessary, and the characterization indicates that there are no health hazards or the possibility of an emergency developing, shall receive a minimum of 24 hours of instruction off the site, and the minimum of one day actual field experience under the direct supervision of a trained, experienced supervisor.

(iv) Workers with 24 hours of training who are covered by paragraphs e)(3)(ii) and e)(3)(iii) of this section, and who become general site workers or who are required to wear respirators, shall have the additional 16 hours and two days of training necessary to total the training specified in paragraph e)(3)(i).

(4) Management and supervisor training. On-site management and supervisors directly responsible for or who supervise employees engaged in hazardous waste operations shall receive 40 hours initial and three days of supervised field experience (the training may be reduced to 24 hours and one day if the only area of their responsibility is employees covered by paragraphs e)(3)(ii) and e)(3)(iii) and at least eight additional hours of specialized training at the time of job assignment on such topics as, but no limited to, the employer's safety and health program, personal protective equipment program, spill containment program, and health hazard monitoring procedure and techniques.

1910.120(e)(5)

(5) Qualifications for trainers. Trainers shall be qualified to instruct employees about the

subject matter that is being presented in training. Such trainers shall have satisfactorily completed a training program for teaching the subjects they are expected to teach, or they shall have the academic credentials and instructional experience necessary for teaching the subjects. Instructors shall demonstrate competent instructional skills and knowledge of the applicable subject matter.

(6) Training certification. Employees and supervisors that have received and successfully completed the training and field experience specified in paragraphs (e)(1) through (e)(4) of this section shall be certified by their instructor or the head instructor and trained supervisor as having completed the necessary training. A written certificate shall be given to each person so certified. Any person who has not been so certified or who does not meet the requirements of paragraph (e)(9) of this section shall be prohibited from engaging in hazardous waste operations.

(7) Emergency response. Employees who are engaged in responding to hazardous emergency situations at hazardous waste clean-up sites that may expose them to hazardous substances shall be trained in how to respond to such expected emergencies.

1910.120(e)(8)

(8) Refresher training. Employees specified in paragraph (e)(1) of this section, and managers and supervisors specified in paragraph (e)(4) of this section, shall receive eight hours of refresher training annually on the items specified in paragraph (e)(2) and/or (e)(4) of this section, any critique of incidents that have occurred in the past year that can serve as training examples of related work, and other relevant topics.

(9) Equivalent training. Employers who can show by documentation or certification that an employee's work experience and/or training has resulted in training equivalent to that training required in paragraphs (e)(1) through (e)(4) of this section shall not be required to provide the initial training requirements of those paragraphs to such employees and shall provide a copy of the certification or documentation to the employee upon request. However, certified employees or employees with equivalent training new to a site shall receive appropriate, site specific training before site entry and have appropriate supervised field experience at the new site.

Equivalent training includes any academic training or the training that existing employees might have already received from actual hazardous waste site experience.

(f) Medical surveillance - (1) General. Employees engaged in operations specified in paragraphs (a)(1)(i) through (a)(1)(iv) of this section and not covered by (a)(2)(iii) exceptions and employers of employees specified in paragraph (q)(9) shall institute a medical surveillance program in accordance with this paragraph.

1910.120(f)(2)

(2) Employees covered. The medical surveillance program shall be instituted by the employer for the following employees:

(i) All employees who are or may be exposed to hazardous substances or health hazards at or above the established permissible exposure limit, above the published exposure levels for these substances, without regard to the use of respirators, for 30 days or more a year;

(ii) All employees who wear a respirator for 30 days or more a year or as required by 1910.134;

(iii) All employees who are injured, become ill or develop signs or symptoms due to possible overexposure involving hazardous substances or health hazards from an emergency response or hazardous waste operation; and

(iv) Members of HAZMAT teams.

(3) Frequency of medical examinations and consultations. Medical examinations and consultations shall be made available by the employer to each employee covered under paragraph (f)(2) of this section on the following schedules:

(i) For employees covered under paragraphs (f)(2)(i), (f)(2)(ii), and (f)(2)(iv);

1910.120(f)(3)(i)(A)

(A) Prior to assignment;

(B) At least once every twelve months for each employee covered unless the attending physician believes a longer interval (not greater than biennially) is appropriate;

(C) At termination of employment or reassignment to an area where the employee would not be covered if the employee has not had an examination within the last six months.

(D) As soon as possible upon notification by an employee that the employee has developed signs or symptoms indicating possible

overexposure to hazardous substances or health hazards, or that the employee has been injured or exposed above the permissible exposure limits or published exposure levels in an emergency situation;

(E) At more frequent times, if the examining physician determines that an increased frequency of examination is medically necessary.

(ii) For employees covered under paragraph (f)(2)(iii) and for all employees including of employers covered by paragraph (a)(1)(iv) who may have been injured, received a health impairment, developed signs or symptoms which may have resulted from exposure to hazardous substances resulting from an emergency incident, or exposed during an emergency incident to hazardous substances at concentrations above the permissible exposure limits or the published exposure levels without the necessary personal protective equipment being used:

1910.120(f)(3)(ii)(A)

(A) As soon as possible following the emergency incident or development of signs or symptoms;

(B) At additional times, if the examining physician determines that follow-up examinations or consultations are medically necessary.

(4) Content of medical examinations and consultations.

(i) Medical examinations required by paragraph (f)(3) of this section shall include a medical and work history (or updated history if one is in the employee's file) with special emphasis on symptoms related to the handling of hazardous substances and health hazards, and to fitness for duty including the ability to wear any required PPE under conditions (i.e., temperature extremes) that may be expected at the work site.

(ii) The content of medical examinations or consultations made available to employees pursuant to paragraph (f) shall be determined by the attending physician. The guidelines in the Occupational Safety and Health Guidance Manual for Hazardous Waste Site Activities (See Appendix D, reference # 10) should be consulted.

(5) Examination by a physician and costs. All medical examinations and procedures shall be performed by or under the supervision of a licensed physician, preferably one

knowledgeable in occupational medicine, and shall be provided without cost to the employee, without loss of pay, and at a reasonable time and place.

1910.120(f)(6)

(6) Information provided to the physician. The employer shall provide one copy of this standard and its appendices to the attending physician and in addition the following for each employee:

(i) A description of the employee's duties as they relate to the employee's exposures,

(ii) The employee's exposure levels or anticipated exposure levels.

(iii) A description of any personal protective equipment used or to be used.

(iv) Information from previous medical examinations of the employee which is not readily available to the examining physician.

(v) Information required by 1910.134.

(7) Physician's written opinion. (i) The employer shall obtain and furnish the employee with a copy of a written opinion from the examining physician containing the following:

(A) The physician's opinion as to whether the employee has any detected medical conditions which would place the employee at increased risk of material impairment of the employee's health from work in hazardous waste operations or emergency response, or from respirator use.

(B) The physician's recommended limitations upon the employees assigned work.

1910.120(f)(7)(i)(C)

(C) The results of the medical examination and tests if requested by the employee.

(D) A statement that the employee has been informed by the physician of the results of the medical examination and any medical conditions which require further examination or treatment.

(ii) The written opinion obtained by the employer shall not reveal specific findings or diagnoses unrelated to occupational exposure.

(8) Recordkeeping. (i) An accurate record of the medical surveillance required by paragraph (f) of this section shall be retained. This record shall be retained for the period specified and meet the criteria of 29 CFR 1910.20.

(ii) The record required in paragraph (f)(8)(i) of this section shall include at least the following information:

(A) The name and social security number of the employee;

(B) Physicians' written opinions, recommended limitations and results of examinations and tests;

(C) Any employee medical complaints related to exposure to hazardous substances;

(D) A copy of the information provided to the examining physician by the employer, with the exception of the standard and its appendices.

1910.120(g)

(g) Engineering controls, work practices, and personal protective equipment for employee protection. Engineering controls, work practices and PPE for substances regulated in Subpart Z. (i) Engineering controls, work practices, personal protective equipment, or a combination of these shall be implemented in accordance with this paragraph to protect employees from exposure to hazardous substances and safety and health hazards.

(1) Engineering controls, work practices and PPE for substances regulated in Subparts G and Z. (i) Engineering controls and work practices shall be instituted to reduce and maintain employee exposure to or below the permissible exposure limits for substances regulated by 29 CFR Part 1910, to the extent required by Subpart Z, except to the extent that such controls and practices are not feasible.

Note to (g)(1)(i): Engineering controls which may be feasible include the use of pressurized cabs or control booths on equipment, and/or the use of remotely operated material handling equipment. Work practices which may be feasible are removing all non-essential employees from potential exposure during opening of drums, wetting down dusty operations and locating employees upwind of possible hazards.

1910.120(g)(1)(ii)

(ii) Whenever engineering controls and work practices are not feasible, or not required, any reasonable combination of engineering controls, work practices and PPE shall be used to reduce and maintain to or below the permissible exposure limits or dose limits for substances regulated by 29 CFR Part 1910, Subpart Z.

(iii) The employer shall not implement a schedule of employee rotation as a means of compliance with permissible exposure limits or

dose limits except when there is no other feasible way of complying with the airborne or dermal dose limits for ionizing radiation.

(2) Engineering controls, work practices, and PPE for substances not regulated in Subparts G and Z. An appropriate combination of engineering controls, work practices, and personal protective equipment shall be used to reduce and maintain employee exposure to or below published exposure levels for hazardous substances and health hazards not regulated by 29 CFR Part 1910, Subparts G and Z. The employer may use the published literature and MSDS as a guide in making the employer's determination as to what level of protection the employer believes is appropriate for hazardous substances and health hazards for which there is no permissible exposure limit or published exposure limit.

1910.120(g)(3)

(3) Personal protective equipment selection.

(i) Personal protective equipment (PPE) shall be selected and used which will protect employees from the hazards and potential hazards they are likely to encounter as identified during the site characterization and analysis.

(ii) Personal protective equipment selection shall be based on an evaluation of the performance characteristics of the PPE relative to the requirements and limitations of the site, the task-specific conditions and duration, and the hazards and potential hazards identified at the site.

(iii) Positive pressure self-contained breathing apparatus, or positive pressure air-line respirators equipped with an escape air supply shall be used when chemical exposure levels present will create a substantial possibility of immediate death, immediate serious illness or injury, or impair the ability to escape.

(iv) Totally-encapsulating chemical protective suits (protection equivalent to Level A protection as recommended in Appendix B) shall be used in conditions where skin absorption of a hazardous substance may result in a substantial possibility of immediate death, immediate serious illness or injury, or impair the ability to escape.

(v) The level of protection provided by PPE selection shall be increased when additional information or site conditions show that increased protection is necessary to reduce

employee exposures below permissible exposure limits and published exposure levels for hazardous substances and health hazards. (See Appendix B for guidance on selecting PPE ensembles.)

Note to (g)(3): The level of employee protection provided may be decreased when additional information or site conditions show that decreased protection will not result in hazardous exposures to employees.

1910.120(g)(3)(vi)

(vi) Personal protective equipment shall be selected and used to meet the requirements of 29 CFR Part 1910, Subpart I, and additional requirements specified in this section.

(4) Totally-encapsulating chemical protective suits. (i) Totally-encapsulating suits shall protect employees from the particular hazards which are identified during site characterization and analysis.

(ii) Totally-encapsulating suits shall be capable of maintaining positive air pressure. (See Appendix A for a test method which may be used to evaluate this requirement.)

(iii) Totally-encapsulating suits shall be capable of preventing inward test gas leakage of more than 0.5 percent. (See Appendix A for a test method which may be used to evaluate this requirement.)

(5) Personal protective equipment (PPE) program. A personal protective equipment program, which is part of the employer's safety and health program required in paragraph (b) of this section or required in paragraph (p)(1) of this section and which is also a part of the site-specific safety and health plan shall be established. The PPE program shall address the elements listed below. When elements, such as donning and doffing procedures, are provided by the manufacturer of a piece of equipment and are attached to the plan, they need not be rewritten into the plan as long as they adequately address the procedure or element.

1910.120(g)(5)(i)

- (i) PPE selection based upon site hazards,
- (ii) PPE use and limitations of the equipment,
- (iii) Work mission duration,
- (iv) PPE maintenance and storage,
- (v) PPE decontamination and disposal,
- (vi) PPE training and proper fitting,
- (vii) PPE donning and doffing procedures,
- (viii) PPE inspection procedures prior to,

during, and after use,

(ix) Evaluation of the effectiveness of the PPE program, and

(x) Limitations during temperature extremes, heat stress, and other appropriate medical considerations.

(h) Monitoring. - (1) General. (i) Monitoring shall be performed in accordance with this paragraph where there may be a question of employee exposure to hazardous concentrations of hazardous substances in order to assure proper selection of engineering controls, work practices and personal protective equipment so that employees are not exposed to levels which exceed permissible exposure limits, or published exposure levels if there are no permissible exposure limits, for hazardous substances.

(ii) Air monitoring shall be used to identify and quantify airborne levels of hazardous substances and safety and health hazards in order to determine the appropriate level of employee protection needed on site.

1910.120(h)(2)

(2) Initial entry. Upon initial entry, representative air monitoring shall be conducted to identify any IDLH condition, exposure over permissible exposure limits or published exposure levels, exposure over a radioactive material's dose limits or other dangerous condition such as the presence of flammable atmospheres, oxygen-deficient environments.

(3) Periodic monitoring. Periodic monitoring shall be conducted when the possibility of an IDLH condition or flammable atmosphere has developed or when there is indication that exposures may have risen over permissible exposure limits or published exposure levels since prior monitoring. Situations where it shall be considered whether the possibility that exposures have risen are as follows:

{i} When work begins on a different portion of the site.

{ii} When contaminants other than those previously identified are being handled.

{iii} When a different type of operation is initiated (e.g., drum opening as opposed to exploratory well drilling.)

{iv} When employees are handling leaking drums or containers or working in areas with obvious liquid contamination (e.g., a spill or lagoon.)

(4) Monitoring of high-risk employees. After the actual clean-up phase of any hazardous waste operation commences; for example, when soil, surface water or containers are moved or disturbed; the employer shall monitor those employees likely to have the highest exposures to those hazardous substances and health hazards likely to be present above permissible exposure limits or published exposure levels by using personal sampling frequently enough to characterize employee exposures. The employer may utilize a representative sampling approach by documenting that the employees and chemicals chosen for monitoring are based on the criteria stated in the first sentence of this paragraph. If the employees likely to have the highest exposure are over permissible exposure limits or published exposure limits, then monitoring shall continue to determine all employees likely to be above those limits. The employer may utilize a representative sampling approach by documenting that the employees and chemicals chosen for monitoring are based on the criteria stated above.

Note to (h): It is not required to monitor employees engaged in site characterization operations covered by paragraph (c) of this section.

1910.120(i)

(i) Informational programs. Employers shall develop and implement a program which is part of the employer's safety and health program required in paragraph (b) of this section to inform employees, contractors, and subcontractors (or their representative) actually engaged in hazardous waste operations of the nature, level and degree of exposure likely as a result of participation in such hazardous waste operations. Employees, contractors and subcontractors working outside of the operations part of a site are not covered by this standard.

(j) Handling drums and containers - (1) General. (i) Hazardous substances and contaminated, liquids and other residues shall be handled, transported, labeled, and disposed of in accordance with this paragraph.

(ii) Drums and containers used during the clean-up shall meet the appropriate DOT, OSHA, and EPA regulations for the wastes that they contain.

(iii) When practical, drums and containers

shall be inspected and their integrity shall be assured prior to being moved. Drums or containers that cannot be inspected before being moved because of storage conditions i.e., buried beneath the earth, stacked behind other drums, stacked several tiers high in a pile, etc.) shall be moved to an accessible location and inspected prior to further handling.

1910.120(j)(1)(iv)

(iv) Unlabeled drums and containers shall be considered to contain hazardous substances and handled accordingly until the contents are positively identified and labeled.

(v) Site operations shall be organized to minimize the amount of drum or container movement.

(vi) Prior to movement of drums or containers, all employees exposed to the transfer operation shall be warned of the potential hazards associated with the contents of the drums or containers.

(vii) U.S. Department of Transportation specified salvage drums or containers and suitable quantities of proper absorbent shall be kept available and used in areas where spills, leaks, or ruptures may occur.

(viii) Where major spills may occur, a spill containment program, which is part of the employer's safety and health program required in paragraph (b) of this section, shall be implemented to contain and isolate the entire volume of the hazardous substance being transferred.

(ix) Drums and containers that cannot be moved without rupture, leakage, or spillage shall be emptied into a sound container using a device classified for the material being transferred.

(x) A ground-penetrating system or other type of detection system or device shall be used to estimate the location and depth of buried drums or containers.

1910.120(j)(1)(xi)

(xi) Soil or covering material shall be removed with caution to prevent drum or container rupture.

(xii) Fire extinguishing equipment meeting the requirements of 29 CFR Part 1910, Subpart L, shall be on hand and ready for use to control incipient fires.

(2) Opening drums and containers. The following procedures shall be followed in areas where drums or containers are being

opened:

(i) Where an airline respirator system is used, connections to the source of air supply shall be protected from contamination and the entire system shall be protected from physical damage.

(ii) Employees not actually involved in opening drums or containers shall be kept a safe distance from the drums or containers being opened.

(iii) If employees must work near or adjacent to drums or containers being opened, a suitable shield that does not interfere with the work operation shall be placed between the employee and the drums or containers being opened to protect the employee in case of accidental explosion.

(iv) Controls for drum or container opening equipment, monitoring equipment, and fire suppression equipment shall be located behind the explosion-resistant barrier.

1910.120(j)(2)(v)

(v) When there is a reasonable possibility of flammable atmospheres being present, material handling equipment and hand tools shall be of the type to prevent sources of ignition.

(vi) Drums and containers shall be opened in such a manner that excess interior pressure will be safely relieved. If pressure cannot be relieved from a remote location, appropriate shielding shall be placed between the employee and the drums or containers to reduce the risk of employee injury.

(vii) Employees shall not stand upon or work from drums or containers.

(3) Material handling equipment. Material handling equipment used to transfer drums and containers shall be selected, positioned and operated to minimize sources of ignition related to the equipment from igniting vapors released from ruptured drums or containers.

(4) Radioactive wastes. Drums and containers containing radioactive wastes shall not be handled until such time as their hazard to employees is properly assessed.

(5) Shock sensitive wastes. As a minimum, the following special precautions shall be taken when drums and containers containing or suspected of containing shock-sensitive wastes are handled:

1910.120(j)(5)(i)

(i) All non-essential employees shall be evacuated from the area of transfer.

(ii) Material handling equipment shall be

provided with explosive containment devices or protective shields to protect equipment operators from exploding containers.

(iii) An employee alarm system capable of being perceived above surrounding light and noise conditions shall be used to signal the commencement and completion of explosive waste handling activities.

(iv) Continuous communications (i.e., portable radios, hand signals, telephones, as appropriate) shall be maintained between the employee-in-charge of the immediate handling area and both the site safety and health supervisor and the command post until such time as the handling operation is completed. Communication equipment or methods that could cause shock sensitive materials to explode shall not be used.

(v) Drums and containers under pressure, as evidenced by bulging or swelling, shall not be moved until such time as the cause for excess pressure is determined and appropriate containment procedures have been implemented to protect employees from explosive relief of the drum.

(vi) Drums and containers containing packaged laboratory wastes shall be considered to contain shock-sensitive or explosive materials until they have been characterized.

Caution: Shipping of shock sensitive wastes may be prohibited under U.S. Department of Transportation regulations. Employers and their shippers should refer to 49 CFR 173.21 and 173.50.

1910.120(j)(6)

(6) Laboratory waste packs. In addition to the requirements of paragraph (j)(5) of this section, the following precautions shall be taken, as a minimum, in handling laboratory waste packs (lab packs):

(i) Lab packs shall be opened only when necessary and then only by an individual knowledgeable in the inspection, classification, and segregation of the containers within the pack according to the hazards of the wastes.

(ii) If crystalline material is noted on any container, the contents shall be handled as a shock-sensitive waste until the contents are identified.

(7) Sampling of drum and container contents. Sampling of containers and drums shall be done in accordance with a sampling procedure which is part of the site safety and

health plan developed for and available to employees and others at the specific worksite.

(8) Shipping and transport. (i) Drums and containers shall be identified and classified prior to packaging for shipment.

(ii) Drum or container staging areas shall be kept to the minimum number necessary to safely identify and classify materials and prepare them for transport.

1910.120(j)(8)(iii)

(iii) Staging areas shall be provided with adequate access and egress routes.

(iv) Bulking of hazardous wastes shall be permitted only after a thorough characterization of the materials has been completed.

(9) Tank and vault procedures. (i) Tanks and vaults containing hazardous substances shall be handled in a manner similar to that for drums and containers, taking into consideration the size of the tank or vault.

(ii) Appropriate tank or vault entry procedures as described in the employer's safety and health plan shall be followed whenever employees must enter a tank or vault.

(k) Decontamination - (1) General. Procedures for all phases of decontamination shall be developed and implemented in accordance with this paragraph.

(2) Decontamination procedures. (i) A decontamination procedure shall be developed, communicated to employees and implemented before any employees or equipment may enter areas on site where potential for exposure to hazardous substances exists.

(ii) Standard operating procedures shall be developed to minimize employee contact with hazardous substances or with equipment that has contacted hazardous substances.

1910.120(k)(2)(iii)

(iii) All employees leaving a contaminated area shall be appropriately decontaminated; all contaminated clothing and equipment leaving a contaminated area shall be appropriately disposed of or decontaminated.

(iv) Decontamination procedures shall be monitored by the site safety and health supervisor to determine their effectiveness. When such procedures are found to be ineffective, appropriate steps shall be taken to correct any deficiencies.

(3) Location. Decontamination shall be performed in geographical areas that will

minimize the exposure of uncontaminated employees or equipment to contaminated employees or equipment.

(4) Equipment and solvents. All equipment and solvents used for decontamination shall be decontaminated or disposed of properly.

(5) Personal protective clothing and equipment. (i) Protective clothing and equipment shall be decontaminated, cleaned, laundered, maintained or replaced as needed to maintain their effectiveness.

(ii) Employees whose non-impermeable clothing becomes wetted with hazardous substances shall immediately remove that clothing and proceed to shower. The clothing shall be disposed of or decontaminated before it is removed from the work zone.

1910.120(k)(6)

(6) Unauthorized employees shall not remove protective clothing or equipment from change rooms.

(7) Commercial laundries or cleaning establishments. Commercial laundries or cleaning establishments that decontaminate protective clothing or equipment shall be informed of the potentially harmful effects of exposures to hazardous substances.

(8) Showers and change rooms. Where the decontamination procedure indicates a need for regular showers and change rooms outside of a contaminated area, they shall be provided and meet the requirements of 29 CFR 1910.141. If temperature conditions prevent the effective use of water, then other effective means for cleansing shall be provided and used.

(l) Emergency response by employees at uncontrolled hazardous waste sites - (1) Emergency response plan. (i) An emergency response plan shall be developed and implemented by all employers within the scope of paragraphs (a)(1)(i) through (ii) of this section. section to handle anticipated emergencies prior to the commencement of hazardous waste operations. The plan shall be in writing and available for inspection and copying by employees, their representatives, OSHA personnel and other governmental agencies with relevant responsibilities.

1910.120(l)(1)(ii)

(ii) Employers who will evacuate their employees from the danger area when an emergency occurs, and who do not permit any of their employees to assist in handling the

emergency, are exempt from the requirements of this paragraph if they provide an emergency action plan complying with section 1910.38(a) of this part.

(2) Elements of an emergency response plan. The employer shall develop an emergency response plan for emergencies which shall address, as a minimum, the following:

- (i) Pre-emergency planning.
- (ii) Personnel roles, lines of authority, training, and communication.
- (iii) Emergency recognition and prevention.
- (iv) Safe distances and places of refuge.
- (v) Site security and control.
- (vi) Evacuation routes and procedures.
- (vii) Decontamination procedures which are not covered by the site safety and health plan.
- (viii) Emergency medical treatment and first aid.
- (ix) Emergency alerting and response procedures.
- (x) Critique of response and follow-up.

1910.120(l)(2)(xi)

- (xi) PPE and emergency equipment.

(3) Procedures for handling emergency incidents. (i) In addition to the elements for the emergency response plan required in paragraph l(2) of this section, the following elements shall be included for emergency response plans:

(A) Site topography, layout, and prevailing weather conditions.

(B) Procedures for reporting incidents to local, state, and federal governmental agencies.

(ii) The emergency response plan shall be a separate section of the Site Safety and Health Plan.

(iii) The emergency response plan shall be compatible and integrated with the disaster, fire and/or emergency response plans of local, state, and federal agencies.

(iv) The emergency response plan shall be rehearsed regularly as part of the overall training program for site operations.

(v) The site emergency response plan shall be reviewed periodically and, as necessary, be amended to keep it current with new or changing site conditions or information.

(vi) An employee alarm system shall be installed in accordance with 29 CFR 1910.165 to notify employees of an emergency situation, to stop work activities if necessary, to lower

background noise in order to speed communication, and to begin emergency procedures.

1910.120(l)(3)(vii)

(vii) Based upon the information available at time of the emergency, the employer shall evaluate the incident and the site response capabilities and proceed with the appropriate steps to implement the site emergency response plan.

(m) Illumination. Areas accessible to employees shall be lighted to not less than the minimum illumination intensities listed in the following Table H-120.1 while any work is in progress:

TABLE H-120.1. - MINIMUM ILLUMINATION INTENSITIES IN FOOT-CANDLES

Foot-candles	Area or operations
5	General site areas.
3	Excavation and waste areas, accessways, active storage areas, loading platforms, refueling, and field maintenance areas.
5	Indoors: warehouses, corridors, hallways, and exitways.
5	Tunnels, shafts, and general underground work areas; Exception: minimum of 10 foot-candles is required at tunnel and shaft heading during drilling, mucking, and scaling. Mine Safety and Health Administration approved cap lights shall be acceptable for use in the tunnel heading.
10	General shops (e.g., mechanical and electrical equipment rooms, active storerooms, barracks or living quarters, locker or dressing rooms, dining areas, and indoor toilets and workrooms.
30	First aid stations, infirmaries, and offices.

1910.120(n)

(n) Sanitation at temporary workplaces - (1) Potable water. (i) An adequate supply of potable water shall be provided on the site.

(ii) Portable containers used to dispense drinking water shall be capable of being tightly closed, and equipped with a tap. Water shall not be dipped from containers.

(iii) Any container used to distribute drinking water shall be clearly marked as to the nature of its contents and not used for any other purpose.

(iv) Where single service cups (to be used but once) are supplied, both a sanitary container for the unused cups and a receptacle for disposing of the used cups shall be provided.

(2) Nonpotable water. (i) Outlets for nonpotable water, such as water for firefighting purposes shall be identified to indicate clearly that the water is unsafe and is not to be used for drinking, washing, or cooking purposes.

(ii) There shall be no cross-connection, open or potential, between a system furnishing potable water and a system furnishing nonpotable water.

(3) Toilets facilities. (i) Toilets shall be provided for employees according to Table H-120.2.

TABLE H-120.2. - TOILET FACILITIES

Number of employees	Minimum number of facilities
20 or fewer.....	One. More than 20, fewer than 200. One toilet seat and 1 urinal per 40 employees.
More than 200.....	One toilet seat and 1 urinal per 50 employees.

1910.120(n)(3)(ii)

(ii) Under temporary field conditions, provisions shall be made to assure not less than one toilet facility is available.

(iii) Hazardous waste sites, not provided with a sanitary sewer, shall be provided with the following toilet facilities unless prohibited by local codes:

- (A) Chemical toilets;
- (B) Recirculating toilets;
- (C) Combustion toilets; or
- (D) Flush toilets.

(iv) The requirements of this paragraph for sanitation facilities shall not apply to mobile crews having transportation readily available to nearby toilet facilities.

(v) Doors entering toilet facilities shall be provided with entrance locks controlled from inside the facility.

(4) Food handling. All food service facilities and operations for employees shall meet the applicable laws, ordinances, and regulations of the jurisdictions in which they are located.

(5) Temporary sleeping quarters. When temporary sleeping quarters are provided, they shall be heated, ventilated, and lighted.

1910.120(n)(6)

(6) Washing facilities. The employer shall provide adequate washing facilities for employees engaged in operations where hazardous substances may be harmful to employees. Such facilities shall be in near proximity to the worksite; in areas where exposures are below permissible exposure limits and which are under the controls of the employer; and shall be so equipped as to enable employees to remove hazardous substances from themselves.

(7) Showers and change rooms. When hazardous waste clean-up or removal operations commence on a site and the duration of the work will require six months or greater time to complete, the employer shall provide showers and change rooms for all employees exposed to hazardous substances and health hazards involved in hazardous waste clean-up or removal operations.

(i) Showers shall be provided and shall meet the requirements of 29 CFR 1910.141(d)(3).

(ii) Change rooms shall be provided and shall meet the requirements of 29 CFR 1910.141(e). Change rooms shall consist of two separate change areas separated by the

shower area required in paragraph (n)(7)(i) of this section. One change area, with an exit leading off the worksite, shall provide employees with an area where they can put on, remove and store work clothing and personal protective equipment.

1910.120(n)(7)(iii)

(iii) Showers and change rooms shall be located in areas where exposures are below the permissible exposure limits and published exposure levels. If this cannot be accomplished, then a ventilation system shall be provided that will supply air that is below the permissible exposure limits and published exposure levels.

(iv) Employers shall assure that employees shower at the end of their work shift and when leaving the hazardous waste site.

(o) New technology programs. (1) The employer shall develop and implement procedures for the introduction of effective new technologies and equipment developed for the improved protection of employees working with hazardous waste clean-up operations, and the same shall be implemented as part of the site safety and health program to assure that employee protection is being maintained.

(2) New technologies, equipment or control measures available to the industry, such as the use of foams, absorbents, absorbents, neutralizers, or other means to suppress the level of air contaminants while excavating the site or for spill control, shall be evaluated by employers or their representatives. Such an evaluation shall be done to determine the effectiveness of the new methods, materials, or equipment before implementing their use on a large scale for enhancing employee protection. Information and data from manufacturers or suppliers may be used as part of the employer's evaluation effort. Such evaluations shall be made available to OSHA upon request.

1910.120(p)

(p) Certain Operations Conducted Under the Resource Conservation and Recovery Act of 1976 (RCRA). Employers conducting operations at treatment, storage and disposal (TSD) facilities specified in paragraph (a)(1)(iv) of this section shall provide and implement the programs specified in this paragraph. See the "Notes and Exceptions" to paragraph (a)(2)(iii) of this section for employers not covered.

(1) Safety and health program. The employer shall develop and implement a written safety and health program for employees involved in hazardous waste operations that shall be available for inspection by employees, their representatives and OSHA personnel. The program shall be designed to identify, evaluate and control safety and health hazards in their facilities for the purpose of employee protection, to provide for emergency response meeting the requirements of paragraph (p)(8) of this section and to address as appropriate site analysis, engineering controls, maximum exposure limits, hazardous waste handling procedures and uses of new technologies.

(2) Hazard communication program. The employer shall implement a hazard communication program meeting the requirements of 29 CFR 1910.1200 as part of the employer's safety and program.

Note to 1910.120 - The exemption for hazardous waste provided in 1910.1200 is applicable to this section.

1910.120(p)(3)

(3) Medical surveillance program. The employer shall develop and implement a medical surveillance program meeting the requirements of paragraph (f) of this section.

(4) Decontamination program. The employer shall develop and implement a decontamination procedure meeting the requirements of paragraph (k) of this section.

(5) New technology program. The employer shall develop and implement procedures meeting the requirements of paragraph (o) of this section for introducing new and innovative equipment into the workplace.

(6) Material handling program. Where employees will be handling drums or containers, the employer shall develop and implement procedures meeting the requirements of paragraphs (j)(1)(ii) through (viii) and (xi) of this section, as well as (j)(3) and (j)(8) of this section prior to starting such work.

(7) Training program - (i) New employees. The employer shall develop and implement a training program which is part of the employer's safety and health program, for employees exposed to health hazards or hazardous substances at TSD operations to enable the employees to perform their assigned duties and functions in a safe and

healthful manner so as not to endanger themselves or other employees. The initial training shall be for 24 hours and refresher training shall be for eight hours annually. Employees who have received the initial training required by this paragraph shall be given a written certificate attesting that they have successfully completed the necessary training.

1910.120(p)(7)(ii)

(ii) Current employees. Employers who can show by an employee's previous work experience and/or training that the employee has had training equivalent to the initial training required by this paragraph, shall be considered as meeting the initial training requirements of this paragraph as to that employee. Equivalent training includes the training that existing employees might have already received from actual site work experience. Current employees shall receive eight hours of refresher training annually.

(iii) Trainers. Trainers who teach initial training shall have satisfactorily completed a training course for teaching the subjects they are expected to teach or they shall have the academic credentials and .. instruction experience necessary to demonstrate a good command of the subject matter of the courses and competent instructional skills.

(8) Emergency response program - (i) Emergency response plan. An emergency response plan shall be developed and implemented by all employers. Such plans need not duplicate any of the subjects fully addressed in the employer's contingency planning required by permits, such as those issued by the U.S. Environmental Protection Agency, provided that the contingency plan is made part of the emergency response plan. The emergency response plan shall be a written portion of the employers safety and health program required in paragraph (p)(1) of this section. Employers who will evacuate their employees from the worksite location when an emergency occurs, and who do not permit any of their employees to assist in handling the emergency, are exempt from the requirements of paragraph (p)(8) if they provide an emergency action plan complying with section 1910.38(a) of this part.

1910.120(p)(8)(ii)

(ii) Elements of an emergency response plan. The employer shall develop an

emergency response plan for emergencies which shall address, as a minimum, the following areas to the extent that they are not addressed in any specific program required in this paragraph:

(A) Pre-emergency planning and coordination with outside parties..

(B) Personnel roles, lines of authority, training, and communication.

(C) Emergency recognition and prevention.

(D) Safe distances and places of refuge.

(E) Site security and control.

(F) Evacuation routes and procedures.

(G) Decontamination procedures.

(H) Emergency medical treatment and first aid.

(I) Emergency alerting and response procedures.

(J) Critique of response and follow-up.

(K) PPE and emergency equipment.

(iii) Training. (A) Training for emergency response employees shall be completed before they are called upon to perform in real emergencies. Such training shall include the elements of the emergency response plan, standard operating procedures the employer has established for the job, the personal protective equipment to be worn and procedures for handling emergency incidents.

Exception #1: an employer need not train all employees to the degree specified if the employer divides the work force in a manner such that a sufficient number of employees who have responsibility to control emergencies have the training specified, and all other employees, who may first respond to an emergency incident, have sufficient awareness training to recognize that an emergency response situation exists and that they are instructed in that case to summon the fully trained employees and not attempt control activities for which they are not trained.

Exception #2: An employer need not train all employees to the degree specified if arrangements have been made in advance for an outside fully-trained emergency response team to respond in a reasonable period and all employees, who may come to the incident first, have sufficient awareness training to recognize that an emergency response situation exists and they have been instructed to call the designated outside fully-trained emergency response team for assistance.

1910.120(p)(8)(iii)(B)

(B) Employee members of TSD facility emergency response organizations shall be trained to a level of competence in the recognition of health and safety hazards to protect themselves and other employees. This would include training in the methods used to minimize the risk from safety and health hazards; in the safe use of control equipment; in the selection and use of appropriate personal protective equipment; in the safe operating procedures to be used at the incident scene; in the techniques of coordination with other employees to minimize risks; in the appropriate response to over exposure from health hazards or injury to themselves and other employees; and in the recognition of subsequent symptoms which may result from over exposures.

(C) The employer shall certify that each covered employee has attended and successfully completed the training required in paragraph (p)(8)(iii) of this section, or shall certify the employee's competency for certification of training shall be recorded and maintained by the employer.

(iv) Procedures for handling emergency incidents. (A) In addition to the elements for the emergency response plan required in paragraph (p)(8)(ii) of this section, the following elements shall be included for emergency response plans to the extent that they do not repeat any information already contained in the emergency response plan:

1910.120(p)(8)(iv)(A){1}

{1} Site topography, layout, and prevailing weather conditions.

{2} Procedures for reporting incidents to local, state, and federal governmental agencies.

(B) The emergency response plan shall be compatible and integrated with the disaster, fire and/or emergency response plans of local, state, and federal agencies.

(C) The emergency response plan shall be rehearsed regularly as part of the overall training program for site operations.

(D) The site emergency response plan shall be reviewed periodically and, as necessary, be amended to keep it current with new or changing site conditions or information.

(E) An employee alarm system shall be installed in accordance with 29 CFR 1910.165 to notify employees of an emergency situation,

to stop work activities if necessary, to lower background noise in order to speed communication; and to begin emergency procedures.

(F) Based upon the information available at time of the emergency, the employer shall evaluate the incident and the site response capabilities and proceed with the appropriate steps to implement the site emergency response plan.

1910.120(q)

(q) Emergency response program to hazardous substance releases. This paragraph covers employers whose employees are engaged in emergency response no matter where it occurs except that it does not cover employees engaged in operations specified in paragraphs (a)(1)(i) through (a)(1)(iv) of this section. Those emergency response organizations who have developed and implemented programs equivalent to this paragraph for handling releases of hazardous substances pursuant to section 303 of the Superfund Amendments and Reauthorization Act of 1986 (Emergency Planning and Community Right-to-Know Act of 1986, 42 U.S.C. 11003) shall be deemed to have met the requirements of this paragraph.

(1) Emergency response plan. An emergency response plan shall be developed and implemented to handle anticipated emergencies prior to the commencement of emergency response operations. The plan shall be in writing and available for inspection and copying by employees, their representatives, OSHA personnel. Employers who will evacuate their employees from the danger area when an emergency occurs, and who do not permit any of their employees to assist in handling the emergency, are exempt from the requirements of this paragraph if they provide an emergency action plan complying with section 1910.38(a) of this part.

1910.120(q)(2)

(2) Elements of an emergency response plan. The employer shall develop an emergency response plan for emergencies which shall address, as a minimum, the following areas to the extent that they are not addressed in any specific program required in this paragraph:

(i) Pre-emergency planning and coordination with outside parties..

(ii) Personnel roles, lines of authority,

training, and communication.

(iii) Emergency recognition and prevention.

(iv) Safe distances and places of refuge.

(v) Site security and control.

(vi) Evacuation routes and procedures.

(vii) Decontamination.

(viii) Emergency medical treatment and first aid.

(ix) Emergency alerting and response procedures.

(x) Critique of response and follow-up.

(xi) PPE and emergency equipment.

(xii) Emergency response organizations may use the local emergency response plan or the state emergency response plan or both, as part of their emergency response plan to avoid duplication. Those items of the emergency response plan that are being properly addressed by the SARA Title III plans may be substituted into their emergency plan or otherwise kept together for the employer and employee's use.

1910.120(q)(3)

(3) Procedures for handling emergency response. (i) The senior emergency response official responding to an emergency shall become the individual in charge of a site-specific Incident Command System (ICS). All emergency responders and their communications shall be coordinated and controlled through the individual in charge of the ICS assisted by the senior official present for each employer.

Note to (q)(3)(i). - The "senior official" at an emergency response is the most senior official on the site who has the responsibility for controlling the operations at the site. Initially it is the senior officer on the first-due piece of responding emergency apparatus to arrive on the incident scene. As more senior officers arrive (i.e., battalion chief, fire chief, state law enforcement official, site coordinator, etc.) the position is passed up the line of authority which has been previously established.

(ii) The individual in charge of the ICS shall identify, to the extent possible, all hazardous substances or conditions present and shall address as appropriate site analysis, use of engineering controls, maximum exposure limits, hazardous substance handling procedures, and use of any new technologies.

1910.120(q)(3)(iii)

(iii) Based on the hazardous substances

and/or conditions present, the individual in charge of the ICS shall implement appropriate emergency operations, and assure that the personal protective equipment worn is appropriate for the hazards to be encountered. However, personal protective equipment shall meet, at a minimum, the criteria contained in 29 CFR 1910.156(e) when worn while performing fire fighting operations beyond the incipient stage for any incident.

(iv) Employees engaged in emergency response and exposed to hazardous substances presenting an inhalation hazard or potential inhalation hazard shall wear positive pressure self-contained breathing apparatus while engaged in emergency response, until such time that the individual in charge of the ICS determines through the use of air monitoring that a decreased level of respiratory protection will not result in hazardous exposures to employees.

(v) The individual in charge of the ICS shall limit the number of emergency response personnel at the emergency site, in those areas of potential or actual exposure to incident or site hazards, to those who are actively performing emergency operations. However, operations in hazardous areas shall be performed using the buddy system in groups of two or more.

1910.120(q)(3)(vi)

(vi) Back-up personnel shall be standing by with equipment ready to provide assistance or rescue. Qualified basic life support personnel, as a minimum, shall also be standing by with medical equipment and transportation capability.

(vii) The individual in charge of the ICS shall designate a safety officer, who is knowledgeable in the operations being implemented at the emergency response site, with specific responsibility to identify and evaluate hazards and to provide direction with respect to the safety of operations for the emergency at hand.

(viii) When activities are judged by the safety officer to be an IDLH and/or to involve an imminent danger condition, the safety officer shall have the authority to alter, suspend, or terminate those activities. The safety official shall immediately inform the individual in charge of the ICS of any actions needed to be taken to correct these hazards at the emergency scene.

(ix) After emergency operations have terminated, the individual in charge of the ICS shall implement appropriate decontamination procedures.

(x) When deemed necessary for meeting the tasks at hand, approved self-contained compressed air breathing apparatus may be used with approved cylinders from other approved self-contained compressed air breathing apparatus provided that such cylinders are of the same capacity and pressure rating. All compressed air cylinders used with self-contained breathing apparatus shall meet U.S. Department of Transportation and National Institute for Occupational Safety and Health criteria.

1910.120(q)(4)

4) Skilled support personnel. Personnel, not necessarily an employer's own employees, who are skilled in the operation of certain equipment, such as mechanized earth moving or digging equipment or crane and hoisting equipment, and who are needed temporarily to perform immediate emergency support work that cannot reasonably be performed in a timely fashion by an employer's own employees, and who will be or may be exposed to the hazards at an emergency response scene, are not required to meet the training required in this paragraph for the employer's regular employees. However, these personnel shall be given an initial briefing at the site prior to their participation in any emergency response. The initial briefing shall include instruction in the wearing of appropriate personal protective equipment, what chemical hazards are involved, and what duties are to be performed. All other appropriate safety and health precautions provided to the employer's own employees shall be used to assure the safety and health of these personnel.

(5) Specialist employees. Employees who, in the course of their regular job duties, work with and are trained in the hazards of specific hazardous substances, and who will be called upon to provide technical advice or assistance at a hazardous substance release incident to the individual in charge, shall receive training or demonstrate competency in the area of their specialization annually.

1910.120(q)(6)

(6) Training. Training shall be based on the duties and function to be performed by each responder of an emergency response

organization. The skill and knowledge levels required for all new responders, those hired after the effective date of this standard, shall be conveyed to them through training before they are permitted to take part in actual emergency operations on an incident. Employees who participate, or are expected to participate, in emergency response, shall be given training in accordance with the following paragraphs:

(i) First responder awareness level. First responders at the awareness level are individuals who are likely to witness or discover a hazardous substance release and who have been trained to initiate an emergency response sequence by notifying the authorities of the release. First responders at the awareness level shall have sufficient training or have had sufficient experience to objectively demonstrate competency in the following areas:

(A) An understanding of what hazardous substances are, and the risks associated with them in an incident.

(B) An understanding of the potential outcomes associated with an emergency created when hazardous substances are present.

1910.120(q)(6)(i)(C)

(C) The ability to recognize the presence of hazardous substances in an emergency.

(D) The ability to identify the hazardous substances, if possible.

(E) An understanding of the role of the first responder awareness individual in the employer's emergency response plan including site security and control and the U.S. Department of Transportation's Emergency Response Guidebook.

(F) The ability to realize the need for additional resources, and to make appropriate notifications to the communication center.

(ii) First responder operations level. First responders at the operations level are individuals who respond to releases or potential releases of hazardous substances as part of the initial response to the site for the purpose of protecting nearby persons, property, or the environment from the effects of the release. They are trained to respond in a defensive fashion without actually trying to stop the release. Their function is to contain the release from a safe distance, keep it from spreading, and prevent exposures. First responders at the operational level shall have received at least eight hours of training or have had sufficient

experience to objectively demonstrate competency in the following areas in addition to those listed for the awareness level and the employer shall so certify:

1910.120(q)(6)(ii)(A)

(A) Knowledge of the basic hazard and risk assessment techniques.

(B) Know how to select and use proper personal protective equipment provided to the first responder operational level.

(C) An understanding of basic hazardous materials terms.

(D) Know how to perform basic control, containment and/or confinement operations within the capabilities of the resources and personal protective equipment available with their unit.

(E) Know how to implement basic decontamination procedures.

(F) An understanding of the relevant standard operating procedures and termination procedures.

(iii) Hazardous materials technician. Hazardous materials technicians are individuals who respond to releases or potential releases for the purpose of stopping the release. They assume a more aggressive role than a first responder at the operations level in that they will approach the point of release in order to plug, patch or otherwise stop the release of a hazardous substance. Hazardous materials technicians shall have received at least 24 hours of training equal to the first responder operations level and in addition have competency in the following areas and the employer shall so certify:

1910.120(q)(6)(iii)(A)

(A) Know how to implement the employer's emergency response plan.

(B) Know the classification, identification and verification of known and unknown materials by using field survey instruments and equipment.

(C) Be able to function within an assigned role in the Incident Command System.

(D) Know how to select and use proper specialized chemical personal protective equipment provided to the hazardous materials technician.

(E) Understand hazard and risk assessment techniques.

(F) Be able to perform advance control, containment, and/or confinement operations within the capabilities of the resources and

personal protective equipment available with the unit.

(G) Understand and implement decontamination procedures.

(H) Understand termination procedures.

(I) Understand basic chemical and toxicological terminology and behavior.

(iv) Hazardous materials specialist. Hazardous materials specialists are individuals who respond with and provide support to hazardous materials technicians. Their duties parallel those of the hazardous materials technician, however, those duties require a more directed or specific knowledge of the various substances they may be called upon to contain. The hazardous materials specialist would also act as the site liaison with Federal, state, local and other government authorities in regards to site activities. Hazardous materials specialists shall have competency in the following areas and the employer shall so certify:

1910.120(q)(6)(iv)(A)

(A) Know how to implement the local emergency response plan.

(B) Understand classification, identification and verification of known and unknown materials by using advanced survey instruments and equipment.

(C) Know the state emergency response plan.

(D) Be able to select and use proper specialized chemical personal protective equipment provided to the hazardous materials specialist.

(E) Understand in-depth hazard and risk techniques.

(F) Be able to perform specialized control, containment, and/or confinement operations within the capabilities of the resources and personal protective equipment available.

(G) Be able to determine and implement decontamination procedures.

(H) Have the ability to develop a site safety and control plan.

(I) Understand chemical, radiological and toxicological terminology and behavior.

(v) On scene incident commander. Incident commanders, who will assume control of the incident scene beyond the first responder awareness level, shall receive at least 24 hours of training equal to the first responder operations level and in addition have competency in the following areas and the

employer shall so certify:

1910.120(q)(6)(v)(A)

(A) Know and be able to implement the employer's incident command system.

(B) Know how to implement the employer's emergency response plan.

(C) Know and understand the hazards and risks associated with employees working in chemical protective clothing.

(D) Know how to implement the local emergency response plan.

(E) Know of the state emergency response plan and of the Federal Regional Response Team.

(F) Know and understand the importance of decontamination procedures.

(7) Trainers. Trainers who teach any of the above training subjects shall have satisfactorily completed a training course for teaching the subjects they are expected to teach, such as the courses offered by the U.S. National Fire Academy, or they shall have the training and/or academic credentials and instructional experience necessary to demonstrate competent instructional skills and a good command of the subject matter of the courses they are to teach.

(8) Refresher training. (i) Those employees who are trained in accordance with paragraph (q)(6) of this section shall receive annual refresher training of sufficient content and duration to maintain their competencies, or shall demonstrate competency in those areas at least yearly.

1910.120(q)(8)(ii)

(ii) A statement shall be made of the training or competency, and if a statement of competency is made, the employer shall keep a record of the methodology used to demonstrate competency.

(9) Medical surveillance and consultation. (i) Members of an organized and designated HAZMAT team and hazardous materials specialist shall receive a baseline physical examination and be provided with medical surveillance as required in paragraph (f) of this section.

(ii) Any emergency response employees who exhibit signs or symptoms which may have resulted from exposure to hazardous substances during the course of an emergency incident either immediately or subsequently, shall be provided with medical consultation as required in paragraph (f)(3)(ii) of this section.

(10) Chemical protective clothing. Chemical protective clothing and equipment to be used by organized and designated HAZMAT team members, or to be used by hazardous materials specialists, shall meet the requirements of paragraphs (g)(3) through (5) of this section.

(11) Post-emergency response operations. Upon completion of the emergency response, if it is determined that it is necessary to remove hazardous substances, health hazards and materials contaminated with them such as contaminated soil or other elements of the natural environment) from the site of the incident, the employer conducting the clean-up shall comply with one of the following:

1910.120(q)(11)(i)

(i) Meet all the requirements of paragraphs (b) through (o) of this section; or

(ii) Where the clean-up is done on plant property using plant or workplace employees, such employees shall have completed the training requirements of the following: 29 CFR 1910.38(a); 1910.134; 1910.1200, and other appropriate safety and health training made necessary by the tasks that they are expected to be performed such as personal protective equipment and decontamination procedures. All equipment to be used in the performance of the clean-up work shall be in serviceable condition and shall have been inspected prior to use.

APPENDICES TO 1910.120 - HAZARDOUS WASTE OPERATIONS AND EMERGENCY RESPONSE

NOTE: The following appendices serve as non-mandatory guidelines to assist employees and employers in complying with the appropriate requirements of this section. However paragraph 1910.120(g) makes mandatory in certain circumstances the use of Level A and Level B PPE protection.

Part Number 1910

Standard Number 1910.120 App A

Title Personal protective equipment test methods.

This appendix sets forth the non-mandatory examples of tests which may be used to evaluate compliance with paragraphs 1910.120(g)(4) (ii) and (iii). Other tests and other challenge agents may be used to evaluate compliance.

A. Totally-Encapsulating chemical protective suit pressure test

1.0 - Scope

1.1 This practice measures the ability of a gas tight totally-encapsulating chemical protective suit material, seams, and closures to maintain a fixed positive pressure. The results of this practice allow the gas tight integrity of a total-encapsulating chemical protective suit to be evaluated.

1.2 Resistance of the suit materials to permeation, penetration, and degradation by specific hazardous substances is not determined by this test method.

2.0 - Description of Terms

2.1 "Totally-encapsulated chemical protective suit (TECP suit)" means a full body garment which is constructed of protective clothing materials; covers the wearer's torso, head, arms, legs and respirator; may cover the wearer's hands and feet with tightly attached gloves and boots; completely encloses the wearer and respirator by itself or in combination with the wearer's gloves and boots.

2.2 "Protective clothing material" means any material or combination of materials used in an item of clothing for the purpose of isolating parts of the body from direct contact with a potentially hazardous liquid or gaseous chemicals.

2.3 "Gas tight" means, for the purpose of

the test method, the limited flow of a gas under pressure from the inside of a TECP suit to atmosphere at a prescribed pressure and time interval.

3.0 - Summary of test method

3.1 The TECP suit is visually inspected and modified for the test. The test apparatus is attached to the suit to permit inflation to the pre-test suit expansion pressure for removal of suit wrinkles and creases. The pressure is lowered to the test pressure and monitored for three minutes. If the pressure drop is excessive, the TECP suit fails the test and is removed from service. The test is repeated after leak location and repair.

4.0 - Required Supplies

4.1 Source of compressed air.

4.2 Test apparatus for suit testing including a pressure measurement device with a sensitivity of at least 1/4 inch water gauge.

4.3 Vent valve closure plugs or sealing tape.

4.4 Soapy water solution and soft brush.

4.5 Stop watch or appropriate timing device.

5.0 - Safety Precautions

5.1 Care shall be taken to provide the correct pressure safety devices required for the source of compressed air used.

6.0 - Test Procedure

6.1 Prior to each test, the tester shall perform a visual inspection of the suit. Check the suit for seam integrity by visually examining the seams and gently pulling on the seams. Ensure that all air supply lines, fittings, visor, zippers, and valves are secure and show no signs of deterioration.

6.1.1 Seal off the vent valves along with any other normal inlet or exhaust points (such as umbilical air line fittings or face piece opening) with tape or other appropriate means (caps, plugs, fixture, etc.). Care should be exercised in the sealing process not to damage any of the suit components.

6.1.2 Close all closure assemblies.

6.1.3 Prepare the suit for inflation by providing an improvised connection point on the suit for connecting an airline. Attach the pressure test apparatus to the suit to permit suit inflation from a compressed air source equipped with a pressure indicating regulator. The leak tightness of the pressure test apparatus should be tested before and after each test by closing off the end of the tubing

attached to the suit and assuring a pressure of three inches water gauge for three minutes can be maintained. If a component is removed for the test, that component shall be replaced and a second test conducted with another component removed to permit a complete tests of the ensemble.

6.1.4 The pre-test expansion pressure (A) and the suit test pressure (B) shall be supplied by the suit manufacturer, but in no case shall they be less than: (A) = 3 inches water gauge and (B) = 2 inches water gauge. The ending suit pressure (C) shall be no less than 80 percent of the test pressure (B); i.e., the pressure drop shall not exceed 20 percent of the test pressure (B).

6.1.5 Inflate the suit until the pressure inside is equal to pressure (A), the pre-test expansion suit pressure. Allow at least one minute to fill out the wrinkles in the suit. Release sufficient air to reduce the suit pressure to pressure (B), the suit test pressure. Begin timing. At the end of three minutes, record the suit pressure as pressure (C), the ending suit pressure. The difference between the suit test pressure and the ending suit test pressure (B - C) shall be defined as the suit pressure drop.

6.1.6 If the suit pressure drop is more than 20 percent of the suit test pressure (B) during the three minute test period, the suit fails the test and shall be removed from service.

7.0 - Retest Procedure

7.1 If the suit fails the test check for leaks by inflating the suit to pressure (A) and brushing or wiping the entire suit (including seams, closures, lens gaskets, glove-to-sleeve joints, etc.) with a mild soap and water solution. Observe the suit for the formation of soap bubbles, which is an indication of a leak. Repair all identified leaks.

7.2 Retest the TECP suit as outlined in Test procedure 6.0.

8.0 - Report

8.1 Each TECP suit tested by this practice shall have the following information recorded.

8.1.1 Unique identification number, identifying brand name, date of purchase, material of construction, and unique fit features; e.g., special breathing apparatus.

8.1.2 The actual values for test pressures, (A), (B), and (C) shall be recorded along with the specific observation times. If the ending pressure (C) is less than 80 percent of

the test pressure (B), the suit shall be identified as failing the test. When possible, the specific leak location shall be identified in the test records. Retest pressure data shall be recorded as an additional test.

8.1.3 The source of the test apparatus used shall be identified and the sensitivity of the pressure gauge shall be recorded.

8.1.4 Records shall be kept for each pressure test even if repairs are being made at the test location.

Caution

Visually inspect all parts of the suit to be sure they are positioned correctly and secured tightly before putting the suit back into service. Special care should be taken to examine each exhaust valve to make sure it is not blocked.

Care should also be exercised to assure that the inside and outside of the suit is completely dry before it is put into storage.

B. Totally-encapsulated chemical protective suit qualitative leak test

1.0 - Scope

1.1 This practice semi-qualitatively tests gas tight totally-encapsulating chemical protective suit integrity by detecting inward leakage of ammonia vapor. Since no modifications are made to the suit to carry out this test, the results from this practice provide a realistic test for the integrity of the entire suit.

1.2 Resistance of the suit materials to permeation, penetration, and degradation is not determined by this test method. ASTM test methods are available to test suit materials for these characteristics and the tests are usually conducted by the manufacturers of the suits.

2.0 - Description of Terms

2.1 "Totally-encapsulated chemical protective suit (TECP suit)" means a full body garment which is constructed of protective clothing materials; covers the wearer's torso, head, arms, legs and respirator; may cover the wearer's hands and feet with tightly attached gloves and boots; completely encloses the wearer and respirator by itself or in combination with the wearer's gloves, and boots.

2.2 "Protective clothing material" means any material or combination of materials used in an item of clothing for the purpose of isolating parts of the body from direct contact with a potentially hazardous liquid or gaseous chemicals.

2.3 "Gas tight" means, for the purpose of

this practice the limited flow of a gas under pressure from the inside of a TECP suit to atmosphere at a prescribed pressure and time interval.

2.4 "Intrusion Coefficient" means a number expressing the level of protection provided by a gas tight totally-encapsulating chemical protective suit. The intrusion coefficient is calculated by dividing the test room challenge agent concentration by the concentration of challenge agent found inside the suit. The accuracy of the intrusion coefficient is dependent on the challenge agent monitoring methods. The larger the intrusion coefficient the greater the protection provided by the TECP suit.

3.0 - Summary of recommended practice

3.1 The volume of concentrated aqueous ammonia solution (ammonia hydroxide, NH_4OH) required to generate the test atmosphere is determined using the directions outlined in 6.1. The suit is donned by a person wearing the appropriate respiratory equipment (either a self-contained breathing apparatus or a supplied air respirator) and worn inside the enclosed test room. The concentrated aqueous ammonia solution is taken by the suited individual into the test room and poured into an open plastic pan. A two-minute evaporation period is observed before the test room concentration is measured using a high range ammonia length of stain detector tube. When the ammonia vapor reaches a concentration of between 1000 and 1200 ppm, the suited individual starts a standardized exercise protocol to stress and flex the suit. After this protocol is completed the test room concentration is measured again. The suited individual exits the test room and his stand-by person measures the ammonia concentration inside the suit using a low range ammonia length of stain detector tube or other more sensitive ammonia detector. A stand-by person is required to observe the test individual during the test procedure, aid the person in donning and doffing the TECP suit; and monitor the suit interior. The intrusion coefficient of the suit can be calculated by dividing the average test area concentration by the interior suit concentration. A colorimetric indicator strip of bromophenol blue is placed on the inside of the suit face piece lens so that the suited individual is able to detect a color change and know if the suit has a significant leak. If a color change is observed the

individual should leave the test room immediately.

4.0 - Required supplies

4.1 A supply of concentrated aqueous ammonium hydroxide (58 percent by weight).

4.2 A supply of bromophenol/blue indicating paper, sensitive to 5-10 ppm ammonia or greater over a two-minute period of exposure. [pH 3.0(yellow) to pH 4.6(blue)]

4.3 A supply of high range (0.5 - 10 volume percent) and low range 5 - 700 ppm) detector tubes for ammonia and the corresponding sampling pump. More sensitive ammonia detectors can be substituted for the low range detector tubes to improve the sensitivity of this practice.

4.4 A plastic pan (PVC) at least 12":14":1" and a half pint plastic container (PVC) with tightly closing lid.

4.5 A graduated cylinder or other volumetric measuring device of at least 50 milliliters in volume with an accuracy of at least + or - 1 milliliters.

5.0 - Safety precautions

5.1 Concentrated aqueous ammonium hydroxide, NH_4OH , is a corrosive volatile liquid requiring eye, skin, and respiratory protection. The person conducting test shall review the MSDS for aqueous ammonia.

5.2 Since the established permissible exposure limit for ammonia is 35 ppm as a 15 minute STEL, only persons wearing a positive pressure self-contained breathing apparatus or a supplied air respirator shall be in the chamber. Normally only the person wearing the total-encapsulating suit will be inside the chamber. A stand-by person shall have a positive pressure self-contained breathing apparatus, or a supplied air respirator, available to enter the test area should the suited individual need assistance.

5.3 A method to monitor the suited individual must be used during this test. Visual contact is the simplest but other methods using communication devices are acceptable.

5.4 The test room shall be large enough to allow the exercise protocol to be carried out and then to be ventilated to allow for easy exhaust of the ammonia test atmosphere after the test(s) are completed.

5.5 Individuals shall be medically screened for the use of respiratory protection and checked for allergies to ammonia before

participating in this test procedure.

6.0 - Test procedure

6.1.1 Measure the test area to the nearest foot and calculate its volume in cubic feet. Multiply the test area volume by 0.2 milliliters of concentrated aqueous ammonia solution per cubic foot of test area volume to determine the approximate volume of concentrated aqueous ammonia required to generate 1000 ppm in the test area.

6.1.2 Measure this volume from the supply of concentrated ammonia and place it into a closed plastic container.

6.1.3 Place the container, several high range ammonia detector tubes, and the pump in the clean test pan and locate it near the test area entry door so that the suited individual has easy access to these supplies.

6.2.1 In a non-contaminated atmosphere, open a pre-sealed ammonia indicator strip and fasten one end of the strip to the inside of suit face shield lens where it can be seen by the wearer. Moisten the indicator strip with distilled water. Care shall be taken not to contaminate the detector part of the indicator paper by touching it. A small piece of masking tape or equivalent should be used to attach the indicator strip to the interior of the suit face shield.

6.2.2 If problems are encountered with this method of attachment, the indicator strip can be attached to the outside of the respirator face piece being used during the test.

6.3 Don the respiratory protective device normally used with the suit, and then don the TECP suit to be tested. Check to be sure all openings which are intended to be sealed (zippers, gloves, etc.) are completely sealed. DO NOT, however, plug off any venting valves.

6.4 Step into the enclosed test room such as a closet, bathroom, or test booth, equipped with an exhaust fan. No air should be exhausted from the chamber during the test because this will dilute the ammonia challenge concentrations.

6.5 Open the container with the pre-measured volume of concentrated aqueous ammonia within the enclosed test room, and pour the liquid into the empty plastic test pan. Wait two minutes to allow for adequate volatilization of the concentrated aqueous ammonia. A small mixing fan can be used near the evaporation pan to increase the

evaporation rate of ammonia solution.

6.6 After two minutes a determination of the ammonia concentration within the chamber should be made using the high range colorimetric detector tube. A concentration of 1000 ppm ammonia or greater shall be generated before the exercises are started.

6.7 To test the integrity of the suit the following four minute exercise protocol should be followed:

6.7.1 Raising the arms above the head with at least 15 raising motions completed in one minute.

6.7.2 Walking in place for one minute with at least 15 raising motions of each leg in a one-minute period.

6.7.3 Touching the toes with a least 10 complete motions of the arms from above the head to touching of the toes in a one-minute period.

6.7.4 Knee bends with at least 10 complete standing and squatting motions in a one-minute period.

6.8 If at any time during the test the colorimetric indicating paper should change colors, the test should be stopped and section 6.10 and 6.12 initiated (See 4.2).

6.9 After completion of the test exercise, the test area concentration should be measured again using the high range colorimetric detector tube.

6.10 Exit the test area.

6.11 The opening created by the suit zipper or other appropriate suit penetration should be used to determine the ammonia concentration in the suit with the low range length of stain detector tube or other ammonia monitor. The internal TECP suit air should be sampled far enough from the enclosed test area to prevent a false ammonia reading.

6.12 After completion of the measurement of the suit interior ammonia concentration the test is concluded and the suit is doffed and the respirator removed.

6.13 The ventilating fan for the test room should be turned on and allowed to run for enough time to remove the ammonia gas. The fan shall be vented to the outside of the building.

6.14 Any detectable ammonia in the suit interior (five ppm (NH₃)) or more for the length of stain detector tube) indicates the suit has failed the test. When other ammonia detectors are used a lower level of detection is

possible, and it should be specified as the pass/fail criteria.

6.15 By following this test method, an intrusion coefficient of approximately 200 or more can be measured with the suit in a completely operational condition. If the coefficient is 200 or more, then the suit is suitable for emergency response and field use.

7.0 - Retest procedures

7.1 If the suit fails this test, check for leaks by following the pressure test in test A above.

7.2 Retest the TECP suit as outlined in the test procedure 6.0.

8.0 - Report

8.1 Each gas tight totally-encapsulating chemical protective suit tested by this practice shall have the following information recorded.

8.1.1 Unique identification number identifying brand name, date of purchase, material of construction, and unique suit features; e.g., special breathing apparatus.

8.1.2 General description of test room used for test.

8.1.3 Brand name and purchase date of ammonia detector strips and color change date.

8.1.4 Brand name, sampling range, and expiration date of the length of stain ammonia detector tubes. The brand name and model of the sampling pump should also be recorded. If another type of ammonia detector is used, it should be identified along with its minimum detection limit for ammonia.

8.1.5 Actual test results shall list the two test area concentrations, their average, the interior suit concentration, and the calculated intrusion coefficient. Retest data shall be recorded as an additional test.

8.2 The evaluation of the data shall be specified as "suit passed" or "suit failed," and the date of the test. Any detectable ammonia (five ppm or greater for the length of stain detector tube) in the suit interior indicates the suit has failed this test. When other ammonia detectors are used, a lower level of detection is possible and it should be specified as the pass fail criteria.

Caution

Visually inspect all parts of the suit to be sure they are positioned correctly and secured tightly before putting the suit back into service. Special care should be taken to examine each exhaust valve to make sure it is not blocked.

Care should also be exercised to assure that

the inside and outside of the suit is completely dry before it is put into storage.

Part Number 1910

Standard Number 1910.120 App B

Title General description and discussion of the levels of protection and protective gear.

This appendix sets forth information about personal protective equipment (PPE) protection levels which may be used to assist employers in complying with the PPE requirements of this section.

As required by the standard, PPE must be selected which will protect employees from the specific hazards which they are likely to encounter during their work on-site.

Selection of the appropriate PPE is a complex process which should take into consideration a variety of factors. Key factors involved in this process are identification of the hazards, or suspected hazards; their routes of potential hazard to employees (inhalation, skin absorption, ingestion, and eye or skin contact); and the performance of the PPE materials (and seams) in providing a barrier to these hazards. The amount of protection provided by PPE is material-hazard specific. That is, protective equipment materials will protect well against some hazardous substances and poorly, or not at all, against others. In many instances, protective equipment materials cannot be found which will provide continuous protection from the particular hazardous substance. In these cases the breakthrough time of the protective material should exceed the work durations. (end of sentence deleted - FR 14074, Apr 13, 1990)

Other factors in this selection process to be considered are matching the PPE to the employee's work requirements and task-specific conditions. The durability of PPE materials, such as tear strength and seam strength, should be considered in relation to the employee's tasks. The effects of PPE in relation to heat stress and task duration are a factor in selecting and using PPE. In some cases layers of PPE may be necessary to provide sufficient protection, or to protect expensive PPE inner garments, suits or equipment.

The more that is known about the hazards at the site, the easier the job of PPE selection

becomes. As more information about the hazards and conditions at the site becomes available, the site supervisor can make decisions to up-grade or down-grade the level of PPE protection to match the tasks at hand.

The following are guidelines which an employer can use to begin the selection of the appropriate PPE. As noted above, the site information may suggest the use of combinations of PPE selected from the different protection levels (i.e., A, B, C, or D) as being more suitable to the hazards of the work. It should be cautioned that the listing below does not fully address the performance of the specific PPE material in relation to the specific hazards at the job site, and that PPE selection, evaluation and re-selection is an ongoing process until sufficient information about the hazards and PPE performance is obtained.

Part A. Personal protective equipment is divided into four categories based on the degree of protection afforded. (See Part B of this appendix for further explanation of Levels A, B, C, and D hazards.)

I. Level A - To be selected when the greatest level of skin, respiratory, and eye protection is required.

The following constitute Level A equipment; it may be used as appropriate;

1. Positive pressure, full face-piece self-contained breathing apparatus (SCBA), or positive pressure supplied air respirator with escape SCBA, approved by the National Institute for Occupational Safety and Health (NIOSH).

2. Totally-encapsulating chemical-protective suit.

3. Coveralls.(1)

4. Long underwear.(1)

5. Gloves, outer, chemical-resistant.

6. Gloves, inner, chemical-resistant.

7. Boots, chemical-resistant, steel toe and shank.

8. Hard hat (under suit).(1)

9. Disposable protective suit, gloves and boots (depending on suit construction, may be worn over totally-encapsulating suit).

Footnote(1) Optional, as applicable.

II. Level B - The highest level of respiratory protection is necessary but a lesser level of skin protection is needed.

The following constitute Level B

equipment; it may be used as appropriate.

1. Positive pressure, full-facepiece self-contained breathing apparatus (SCBA), or positive pressure supplied air respirator with escape SCBA (NIOSH approved).

2. Hooded chemical-resistant clothing (coveralls and long-sleeved jacket; coveralls; one or two-piece chemical-splash suit; disposable chemical-resistant overalls).

3. Coveralls.(1)

4. Gloves, outer, chemical-resistant.

5. Gloves, inner, chemical-resistant.

6. Boots, outer, chemical-resistant steel toe and shank.

7. Boot-covers, outer, chemical-resistant (disposable).(1)

8. Hard hat.(1)

9. [Reserved]

10. Face shield.(1)

Footnote(1) Optional, as applicable.

III. Level C - The concentration(s) and type(s) of airborne substance(s) is known and the criteria for using air purifying respirators are met.

The following constitute Level C equipment; it may be used as appropriate.

1. Full-face or half-mask, air purifying respirators (NIOSH approved).

2. Hooded chemical-resistant clothing (coveralls; two-piece chemical-splash suit; disposable chemical-resistant overalls).

3. Coveralls.(1)

4. Gloves, outer, chemical-resistant.

5. Gloves, inner, chemical-resistant.

6. Boots (outer), chemical-resistant steel toe and shank.(1)

7. Boot-covers, outer, chemical-resistant (disposable).(1)

8. Hard hat.(1)

9. Escape mask.(1)

10. Face shield.(1)

Footnote(1) Optional, as applicable.

IV. Level D - A work uniform affording minimal protection: used for nuisance contamination only.

The following constitute Level D equipment; it may be used as appropriate:

1. Coveralls.

2. Gloves.(1)

3. Boots/shoes, chemical-resistant steel toe and shank.

4. Boots, outer, chemical-resistant

(disposable).(1)

5. Safety glasses or chemical splash goggles.(1)

6. Hard hat.(1)

7. Escape mask.(1)

8. Face shield.(1)

Footnote(1) Optional, as applicable.

Part B. The types of hazards for which levels A, B, C, and D protection are appropriate are described below:

I. Level A - Level A protection should be used when:

1. The hazardous substance has been identified and requires the highest level of protection for skin, eyes, and the respiratory system based on either the measured (or potential for) high concentration of atmospheric vapors, gases, or particulates; or the site operations and work functions involve a high potential for splash, immersion, or exposure to unexpected vapors, gases, or particulates of materials that are harmful to skin or capable of being absorbed through the skin,

2. Substances with a high degree of hazard to the skin are known or suspected to be present, and skin contact is possible; or

3. Operations must be conducted in confined, poorly ventilated areas, and the absence of conditions requiring Level A have not yet been determined.

II. Level B protection should be used when:

1. The type and atmospheric concentration of substances have been identified and require a high level of respiratory protection, but less skin protection.

2. The atmosphere contains less than 19.5 percent oxygen; or

3. The presence of incompletely identified vapors or gases is indicated by a direct-reading organic vapor detection instrument, but vapors and gases are not suspected of containing high levels of chemicals harmful to skin or capable of being absorbed through the skin.

Note: This involves atmospheres with IDLH concentrations of specific substances that present severe inhalation hazards and that do not represent a severe skin hazard; or that do not meet the criteria for use of air-purifying respirators.

III. Level C - Level C protection should be used when:

1. The atmospheric contaminants, liquid

splashes, or other direct contact will not adversely affect or be absorbed through any exposed skin;

2. The types of air contaminants have been identified, concentrations measured, and an air-purifying respirator is available that can remove the contaminants; and

3. All criteria for the use of air-purifying respirators are met.

IV. Level D - Level D protection should be used when:

1. The atmosphere contains no known hazard; and

2. Work functions preclude splashes, immersion, or the potential for unexpected inhalation of or contact with hazardous levels of any chemicals.

Note: As stated before, combinations of personal protective equipment other than those described for Levels A, B, C, and D protection may be more appropriate and may be used to provide the proper level of protection.

* As an aid in selecting suitable chemical protective clothing, it should be noted that the National Fire Protection Association (NFPA) has developed standards on chemical protective clothing. The standards that have been adopted by include:

NFPA 1991 - Standard on Vapor-Protective Suits for Hazardous Chemical Emergencies (EPA Level A Protective Clothing)

NFPA 1992 - Standard on Liquid Splash-Protective Suits for Hazardous Chemical Emergencies (EPA Level B Protective Clothing)

NFPA 1993 - Standard on Liquid Splash-Protective Suits for Non-emergency, Non-flammable Hazardous Chemical Situations (EPA Level B Protective Clothing)

These standards apply documentation and performance requirements to the manufacture of chemical protective suits. Chemical protective suits meeting these requirements are labeled as compliant with the appropriate standard. It is recommended that chemical protective suits that meet these standards be used.

* [59 FR 43268, Aug. 22, 1994]

Part Number 1910

Standard Number 1910.120 App C

Title Compliance guidelines.

1. Occupational Safety and Health Program.
Each hazardous waste site clean-up effort will

require a site specific occupational safety and health program headed by the site coordinator or the employer's representative. The purpose of the program will be the protection of employees at the site and will be an extension of the employer's overall safety and health program work. The program will need to be developed before work begins on the site and implemented as work proceeds as stated in paragraph (b). The program is to facilitate coordination and communication of safety and health issues among personnel responsible for the various activities which will take place at the site. It will provide the overall means for planning and implementing the needed safety and health training and job orientation of employees who will be working at the site. The program will provide the means for identifying and controlling worksite hazards and the means for monitoring program effectiveness. The program will need to cover the responsibilities and authority of the site coordinator for the safety and health of employees at the site, and the relationships with contractors or support services as to what each employer's safety and health responsibilities are for their employees on the site. Each contractor on the site needs to have its own safety and health program so structured that it will smoothly interface with the program of the site coordinator or principal contractor.

Also those employers involved with treating, storing or disposal of hazardous waste as covered in paragraph (p) must have implemented a safety and health program for their employees. This program is to include the hazard communication program required in paragraph (p)(1) and the training required in paragraphs (p)(7) and (p)(8) as parts of the employers comprehensive overall safety and health program. This program is to be in writing.

Each site safety and health program will need to include the following: 1) Policy statements of the line of authority and accountability for implementing the program, the objectives of the program and the role of the site safety and health officer or manager and staff; (2) means or methods for the development of procedures for identifying and controlling workplace hazards at the site; (3) means or methods for the development and communication to employees of the various

plans, work rules, standard operating procedures and practices that pertain to individual employees and supervisors; (4) means for the training of supervisors and employees to develop the needed skills and knowledge to perform their work in a safe and healthful manner; (5) means to anticipate and prepare for emergency situations and; (6) means for obtaining information feedback to aid in evaluating the program and for improving the effectiveness of the program. The management and employees should be trying continually to improve the effectiveness of the program thereby enhancing the protection being afforded those working on the site.

Accidents on the site or workplace should be investigated to provide information on how such occurrences can be avoided in the future. When injuries or illnesses occur on the site or workplace, they will need to be investigated to determine what needs to be done to prevent this incident from occurring again. Such information will need to be used as feedback on the effectiveness of the program and the information turned into positive steps to prevent any reoccurrence. Receipt of employee suggestions or complaints relating to safety and health issues involved with site activities is also a feedback mechanism that can be used effectively to improve the program and may serve in part as an evaluative tool(s).

For the development and implementation of the program to be the most effective, professional safety and health personnel should be used. Certified Safety Professionals, Board Certified Industrial Hygienists or Registered Professional Safety Engineers are good examples of professional stature for safety and health managers who will administer the employer's program.

2. Training. The training programs for employees subject to the requirements of paragraph (e) of this standard should address: the safety and health hazards employees should expect to find on hazardous waste clean-up sites; what control measures or techniques are effective for those hazards; what monitoring procedures are effective in characterizing exposure levels; what makes an effective employer's safety and health program; what a site safety and health plan should include; hands on training with personal protective equipment and clothing they

and number of steps, depending on the level of hazard and the employee's exposure to the hazard. Decontamination procedures and PPE decontamination methods will vary depending upon the specific substance, since one procedure or method will not work for all substances. Evaluation of decontamination methods and procedures should be performed, as necessary, to assure that employees are not exposed to hazards by reusing PPE. References in Appendix D may be used for guidance in establishing an effective decontamination program. In addition, the U.S. Coast Guard's Manual, "Policy Guidance for Response to Hazardous Chemical Releases," U.S. Department of Transportation, Washington, DC (COMDTINST M16465.30) is a good reference for establishing an effective decontamination program.

4. Emergency response plans. States, along with designated districts within the states, will be developing or have developed emergency response plans. These state and district plans should be utilized in the emergency response plans called for in the standard. Each employer should assure that its emergency response plan is compatible with the local plan. The major reference being used to aid in developing the state and local district plans is the Hazardous Materials Emergency Planning Guide, NRT - 1. The current Emergency Response Guidebook from the U.S. Department of Transportation, CMA's CHEMTREC and the Fire Service Emergency Management Handbook may also be used as resources.

Employers involved with treatment, storage, and disposal facilities for hazardous waste, which have the required contingency plan called for by their permit, would not need to duplicate the same planning elements. Those items of the emergency response plan may be substituted into the emergency response plan required in 1910.120 or otherwise kept together for employer and employee use.

5. Personal protective equipment programs. The purpose of personal protective clothing and equipment (PPE) is to shield or isolate individuals from the chemical, physical, and biologic hazards that may be encountered at a hazardous substance site.

As discussed in Appendix B, no single combination of protective equipment and clothing is capable of protecting against all hazards. Thus PPE should be used in

conjunction with other protective methods and its effectiveness evaluated periodically.

The use of PPE can itself create significant worker hazards, such as heat stress, physical and psychological stress, and impaired vision, mobility and communication. For any given situation, equipment and clothing should be selected that provide an adequate level of protection. However, over-protection, as well as under-protection, can be hazardous and should be avoided where possible. Two basic objectives of any PPE program should be to protect the wearer from safety and health hazards, and to prevent injury to the wearer from incorrect use and/or malfunction of the PPE. To accomplish these goals, a comprehensive PPE program should include hazard identification, medical monitoring, environmental surveillance, selection, use, maintenance, and decontamination of PPE and its associated training.

The written PPE program should include policy statements, procedures, and guidelines. Copies should be made available to all employees, and a reference copy should be made available at the worksite. Technical data on equipment, maintenance manuals, relevant regulations, and other essential information should also be collected and maintained.

6. Incident command system (ICS). Paragraph 1910.120(q)(3)(ii) requires the implementation of an ICS. The ICS is an organized approach to effectively control and manage operations at an emergency incident. The individual in charge of the ICS is the senior official responding to the incident. The ICS is not much different than the "command post" approach used for many years by the fire service. During large complex fires involving several companies and many pieces of apparatus, a command post would be established. This enabled one individual to be in charge of managing the incident, rather than having several officers from different companies making separate, and sometimes conflicting, decisions. The individual in charge of the command post would delegate responsibility for performing various tasks to subordinate officers. Additionally, all communications were routed through the command post to reduce the number of radio transmissions and eliminate confusion. However, strategy, tactics, and all decisions were made by one individual.

The ICS is a very similar system, except it is implemented for emergency response to all incidents, both large and small, that involve hazardous substances.

For a small incident, the individual in charge of the ICS may perform many tasks of the ICS. There may not be any, or little, delegation of tasks to subordinates. For example, in response to a small incident, the individual in charge of the ICS, in addition to normal command activities, may become the safety officer and may designate only one employee (with proper equipment) as a backup to provide assistance if needed. OSHA does recommend, however, that at least two employees be designated as back-up personnel since the assistance needed may include rescue.

To illustrate the operation of the ICS, the following scenario might develop during a small incident, such as an overturned tank truck with a small leak of flammable liquid.

The first responding senior officer would implement and take command of the ICS. That person would size-up the incident and determine if additional personnel and apparatus were necessary; would determine what actions to take to control the leak; and determine the proper level of personal protective equipment. If additional assistance is not needed, the individual in charge of the ICS would implement actions to stop and control the leak using the fewest number of personnel that can effectively accomplish the tasks. The individual in charge of the ICS then would designate himself as the safety officer and two other employees as a back-up in case rescue may become necessary. In this scenario, decontamination procedures would not be necessary.

A large complex incident may require many employees and difficult, time-consuming efforts to control. In these situations, the individual in charge of the ICS will want to delegate different tasks to subordinates in order to maintain a span of control that will keep the number of subordinates, that are reporting, to a manageable level.

Delegation of task at large incidents may be by location, where the incident scene is divided into sectors, and subordinate officers coordinate activities within the sector that they have been assigned.

Delegation of tasks can also be by function. Some of the functions that the individual in

charge of the ICS may want to delegate at a large incident are: medical services; evacuation; water supply; resources (equipment, apparatus); media relations; safety; and, site control (integrate activities with police for crowd and traffic control). Also for a large incident, the individual in charge of the ICS will designate several employees as back-up personnel; and a number of safety officers to monitor conditions and recommend safety precautions.

Therefore, no matter what size or complexity an incident may be, by implementing an ICS there will be one individual in charge who makes the decisions and gives directions; and, all actions, and communications are coordinated through one central point of command. Such a system should reduce confusion, improve safety, organize and coordinate actions, and should facilitate effective management of the incident.

7. Site Safety and Control Plans. The safety and security of response personnel and others in the area of an emergency response incident site should be of primary concern to the incident commander. The use of a site safety and control plan could greatly assist those in charge of assuring the safety and health of employees on the site.

A comprehensive site safety and control plan should include the following: summary analysis of hazards on the site and a risk analysis of those hazards; site map or sketch; site work zones (clean zone, transition or decontamination zone, work or hot zone); use of the buddy system; site communications; command post or command center; standard operating procedures and safe work practices; medical assistance and triage area; hazard monitoring plan (air contaminate monitoring, etc.); decontamination procedures and area; and other relevant areas. This plan should be a part of the employer's emergency response plan or an extension of it to the specific site.

8. Medical surveillance programs. Workers handling hazardous substances may be exposed to toxic chemicals, safety hazards, biologic hazards, and radiation. Therefore, a medical surveillance program is essential to assess and monitor workers' health and fitness for employment in hazardous waste operations and during the course of work; to provide emergency and other treatment as needed; and to keep accurate records for future reference.

The Occupational Safety and Health Guidance Manual for Hazardous Waste Site Activities developed by the National Institute for Occupational Safety and Health (NIOSH), the Occupational Safety and Health Administration (OSHA), the U.S. Coast Guard (USCG), and the Environmental Protection Agency (EPA); October 1985 provides an excellent example of the types of medical testing that should be done as part of a medical surveillance program.

9. New Technology and Spill Containment Programs. Where hazardous substances may be released by spilling from a container that will expose employees to the hazards of the materials, the employer will need to implement a program to contain and control the spilled material. Diking and ditching, as well as use of absorbents like diatomaceous earth, are traditional techniques which have proven to be effective over the years. However, in recent years new products have come into the marketplace, the use of which complement and increase the effectiveness of these traditional methods. These new products also provide emergency responders and others with additional tools or agents to use to reduce the hazards of spilled materials.

These agents can be rapidly applied over a large area and can be uniformly applied or otherwise can be used to build a small dam, thus improving the workers' ability to control spilled material. These application techniques enhance the intimate contact between the agent and the spilled material allowing for the quickest effect by the agent or quickest control of the spilled material. Agents are available to solidify liquid spilled materials, to suppress vapor generation from spilled materials, and to do both. Some special agents, which when applied as recommended by the manufacturer, will react in a controlled manner with the spilled material to neutralize acids or caustics, or greatly reduce the level of hazard of the spilled material.

There are several modern methods and devices for use by emergency response personnel or others involved with spill control efforts to safely apply spill control agents to control spilled material hazards. These include portable pressurized applicators similar to hand-held portable fire extinguishing devices, and nozzle and hose systems similar to portable fire fighting foam systems which allow

the operator to apply the agent without having to come into contact with the spilled material. The operator is able to apply the agent to the spilled material from a remote position.

The solidification of liquids provides for rapid containment and isolation of hazardous substance spills. By directing the agent at run-off points or at the edges of the spill, the reactant solid will automatically create a barrier to slow or stop the spread of the material. Clean-up of hazardous substances is greatly improved when solidifying agents, acid or caustic neutralizers, or activated carbon absorbents are used. properly applied, these agents can totally solidify liquid hazardous substances or neutralize or absorb them, which results in materials which are less hazardous and easier to handle, transport, and dispose of. The concept of spill treatment, to create less hazardous substances, will improve the safety and level of protection of employees working at spill clean-up operations or emergency response operations to spills of hazardous substances.

The use of vapor suppression agents for volatile hazardous substances, such as flammable liquids and those substances, such as flammable liquids, and those substances which present an inhalation hazard, is important for protecting workers. The rapid and uniform distribution of the agent over the surface of the spilled material can provide quick vapor knockdown. There are temporary and long-term foam-type agents which are effective on vapors and dusts, and activated carbon adsorption agents which are effective for vapor control and soaking-up of the liquid. The proper use of hose lines or hand-held portable pressurized applicators provides good mobility and permits the worker to deliver the agent from a safe distance without having to step into the untreated spilled material. Some of these systems can be recharged in the field to provide coverage of larger spill areas than the design limits of a single charged applicator unit. Some of the more effective agents can solidify the liquid flammable hazardous substances and at the same time elevate the flashpoint above 140 degrees F so the resulting substance may be handled as a nonhazardous waste material if it meets the U.S. Environmental Protection Agency's 40 CFR part 261 requirements (See particularly 261.21).

All workers performing hazardous substance spill control work are expected to wear the proper protective clothing and equipment for the materials present and to follow the employer's established standard operating procedures for spill control. All involved workers need to be trained in the established operating procedures; in the use and care of spill control equipment; and in the associated hazards and control of such hazards of spill containment work.

These new tools and agents are the things that employers will want to evaluate as part of their new technology program. The treatment of spills of hazardous substances or wastes at an emergency incident as part of the immediate spill containment and control efforts is sometimes acceptable to EPA and a permit exception is described in 40 CFR 264.1(g)(8) and 265.1(c)(11).

Part Number	1910
Standard Number	1910.120 App D
Title	References.

The following references may be consulted for further information on the subject of this standard:

1. OSHA Instruction DFO CPL 2.70 - January 29, 1986, Special Emphasis Program: Hazardous Waste Sites.

2. OSHA Instruction DFO CPL 2-2.37A - January 29, 1986, Technical Assistance and Guidelines for Superfund and Other Hazardous Waste Site Activities.

3. OSHA Instruction DTS CPL 2.74 - January 29, 1986, Hazardous Waste Activity Form, OSHA 175.

4. Hazardous Waste Inspections Reference Manual, U.S. Department of Labor, Occupational Safety and Health Administration, 1986.

5. Memorandum of Understanding Among the National Institute for Occupational Safety and Health, the Occupational Safety and Health Administration, the United States Coast Guard, and the United States Environmental Protection Agency, Guidance for Worker Protection During Hazardous Waste Site Investigations and Clean-up and Hazardous Substance Emergencies. December 18, 1980.

6. National Priorities List, 1st Edition, October 1984; U.S. Environmental Protection Agency, Revised periodically.

7. The Decontamination of Response

Personnel, Field Standard Operating Procedures (F.S.O.P.) 7; U.S. Environmental Protection Agency, Office of Emergency and Remedial Response, Hazardous Response Support Division, December 1984.

8. Preparation of a Site Safety Plan, Field Standard Operating Procedures (F.S.O.P.) 9; U.S. Environmental Protection Agency, Office of Emergency and Remedial Response, Hazardous Response Support Division, April 1985.

9. Standard Operating Safety Guidelines; U.S. Environmental Protection Agency, Office of Emergency and Remedial Response, Hazardous Response Support Division, Environmental Response Team; November 1984.

10. Occupational Safety and Health Guidance Manual for Hazardous Waste Site Activities, National Institute for Occupational Safety and Health (NIOSH), Occupational Safety and Health Administration (OSHA), U.S. Coast Guard (USCG), and Environmental Protection Agency (EPA); October 1985.

11. Protecting Health and Safety at Hazardous Waste Sites: An Overview, U.S. Environmental Protection Agency, EPA/625/9-85/006; September 1985.

12. Hazardous Waste Sites and Hazardous Substance Emergencies, NIOSH Worker Bulletin, U.S. Department of Health and Human Services, Public Health Service, Centers for Disease Control, National Institute for Occupational Safety and Health; December 1982.

13. Personal Protective Equipment for Hazardous Materials Incidents: A Selection Guide; U.S. Department of Health and Human Services, Public Health Service, Centers for Disease Control, National Institute for Occupational Safety and Health; October 1984.

14. Fire Service Emergency Management Handbook, Federal Emergency Management Agency, Washington, DC, January 1985.

15. Emergency Response Guidebook, U.S. Department of Transportation, Washington, DC, 1987.

16. Report to the Congress on Hazardous Materials Training. Planning and Preparedness, Federal Emergency Management Agency, Washington, DC, July 1986.

17. Workbook for Fire Command, Alan V. Brunacini and J. David Beageron, National

Fire Protection Association, Batterymarch Park, Quincy, MA 02269, 1985.

18. Fire Command, Alan B. Brunacini, National Fire Protection Association, Batterymarch Park, Quincy, MA 02269, 1985.

19. Incident Command System, Fire Protection Publications, Oklahoma State University, Stillwater, OK 74078, 1983.

20. Site Emergency Response Planning, Chemical Manufacturers Association, Washington, DC 20037, 1986.

21. Hazardous Materials Emergency Planning Guide, NRT-1, Environmental Protection Agency, Washington, DC, March 1987.

22. Community Teamwork: Working Together to Promote Hazardous Materials Transportation Safety. U.S. Department of Transportation, Washington, DC, May 1983.

23. Disaster Planning Guide for Business and Industry, Federal Emergency Management Agency, Publication No. FEMA 141, August 1987.

(The Office of Management and Budget has approved the information collection requirements in this section under control number 1218-0139)

Part Number 1910

Standard Number 1910.120 App E

Title Training Curriculum Guidelines - (Non-mandatory)

The following non-mandatory general criteria may be used for assistance in developing site-specific training curriculum used to meet the training requirements of 29 CFR 1910.120(e); 29 CFR 1910.120(p)(7), (p)(8)(iii); and 29 CFR 1910.120(q)(6), (q)(7), and (q)(8). These are generic guidelines and they are not presented as a complete training curriculum for any specific employer. Site-specific training programs must be developed on the basis of a needs assessment of the hazardous waste site, RCRA/TSD, or emergency response operation in accordance with 29 CFR 1910.120.

It is noted that the legal requirements are set forth in the regulatory text of Sec. 1910.120. The guidance set forth here presents a highly effective program that in the areas covered would meet or exceed the regulatory requirements. In addition, other approaches could meet the regulatory requirements.

Suggested General Criteria

Definitions:

"Competent" means possessing the skills, knowledge, experience, and judgment to perform assigned tasks or activities satisfactorily as determined by the employer.

"Demonstration" means the showing by actual use of equipment or procedures.

"Hands-on training" means training in a simulated work environment that permits each student to have experience performing tasks, making decisions, or using equipment appropriate to the job assignment for which the training is being conducted.

"Initial training" means training required prior to beginning work.

"Lecture" means an interactive discourse with a class lead by an instructor.

"Proficient" means meeting a stated level of achievement.

"Site-specific" means individual training directed to the operations of a specific job site.

"Training hours" means the number of hours devoted to lecture, learning activities, small group work sessions, demonstration, evaluations, or hands-on experience.

Suggested core criteria:

1. Training facility. The training facility should have available sufficient resources, equipment, and site locations to perform didactic and hands-on training when appropriate. Training facilities should have sufficient organization, support staff, and services to conduct training in each of the courses offered.

2. Training Director. Each training program should be under the direction of a training director who is responsible for the program. The Training Director should have a minimum of two years of employee education experience.

3. Instructors. Instructors should be deemed competent on the basis of previous documented experience in their area of instruction, successful completion of a "train-the-trainer" program specific to the topics they will teach, and an evaluation of instructional competence by the Training Director.

Instructors should be required to maintain professional competency by participating in continuing education or professional development programs or by completing successfully an annual refresher course and

having an annual review by the Training Director.

The annual review by the Training Director should include observation of an instructor's delivery, a review of those observations with the trainer, and an analysis of any instructor or class evaluations completed by the students during the previous year.

4. Course materials. The Training Director should approve all course materials to be used by the training provider. Course materials should be reviewed and updated at least annually. Materials and equipment should be in good working order and maintained properly.

All written and audio-visual materials in training curricula should be peer reviewed by technically competent outside reviewers or by a standing advisory committee.

Reviews should possess expertise in the following disciplines were applicable: occupational health, industrial hygiene and safety, chemical/environmental engineering, employee education, or emergency response. One or more of the peer reviewers should be a employee experienced in the work activities to which the training is directed.

5. Students. The program for accepting students should include:

a. Assurance that the student is or will be involved in work where chemical exposures are likely and that the student possesses the skills necessary to perform the work.

b. A policy on the necessary medical clearance.

6. Ratios. Student-instructor ratios should not exceed 30 students per instructor. Hands-on activity requiring the use of personal protective equipment should have the following student- instructor ratios. For Level C or Level D personal protective equipment the ratio should be 10 students per instructor. For Level A or Level B personal protective equipment the ratio should be 5 students per instructor.

7. Proficiency assessment. Proficiency should be evaluated and documented by the use of a written assessment and a skill demonstration selected and developed by the Training Director and training staff. The assessment and demonstration should evaluate the knowledge and individual skills developed in the course of training. The level of minimum achievement necessary for

proficiency shall be specified in writing by the Training Director.

If a written test is used, there should be a minimum of 50 questions. If a written test is used in combination with a skills demonstration, a minimum of 25 questions should be used. If a skills demonstration is used, the tasks chosen and the means to rate successful completion should be fully documented by the Training Director.

The content of the written test or of the skill demonstration shall be relevant to the objectives of the course. The written test and skill demonstration should be updated as necessary to reflect changes in the curriculum and any update should be approved by the Training Director.

The proficiency assessment methods, regardless of the approach or combination of approaches used, should be justified, documented and approved by the Training Director.

The proficiency of those taking the additional courses for supervisors should be evaluated and documented by using proficiency assessment methods acceptable to the Training Director. These proficiency assessment methods must reflect the additional responsibilities borne by supervisory personnel in hazardous waste operations or emergency response.

8. Course certificate. Written documentation should be provided to each student who satisfactorily completes the training course.

The documentation should include:

a. Student's name.

b. Course title.

c. Course date.

d. Statement that the student has successfully completed the course.

e. Name and address of the training provider.

f. An individual identification number for the certificate.

g. List of the levels of personal protective equipment used by the student to complete the course.

This documentation may include a certificate and an appropriate wallet-sized laminated card with a photograph of the student and the above information. When such course certificate cards are used, the individual identification number for the training certificate should be shown on the card.

9. Recordkeeping. Training providers should maintain records listing the dates courses were presented, the names of the individual course attenders, the names of those students successfully completing each course, and the number of training certificates issued to each successful student. These records should be maintained for a minimum of five years after the date an individual participated in a training program offered by the training provider. These records should be available and provided upon the student's request or as mandated by law.

10. Program quality control. The Training Director should conduct or direct an annual written audit of the training program. Program modifications to address deficiencies, if any, should be documented, approved, and implemented by the training provider. The audit and the program modification documents should be maintained at the training facility.

Suggested Program Quality Control Criteria

Factors listed here are suggested criteria for determining the quality and appropriateness of employee health and safety training for hazardous waste operations and emergency response.

A. Training Plan.

Adequacy and appropriateness of the training program's curriculum development, instructor training, distribution of course materials, and direct student training should be considered, including:

1. The duration of training, course content, and course schedules/agendas;
2. The different training requirements of the various target populations, as specified in the appropriate generic training curriculum;
3. The process for the development of curriculum, which includes appropriate technical input, outside review, evaluation, program pretesting.

4. The adequate and appropriate inclusion of hands-on, demonstration, and instruction methods;

5. Adequate monitoring of student safety, progress, and performance during the training.

B. Program management, Training Director, staff, and consultants.

Adequacy and appropriateness of staff performance and delivering an effective training program should be considered, including:

1. Demonstration of the training director's

leadership in assuring quality of health and safety training.

2. Demonstration of the competency of the staff to meet the demands of delivering high quality hazardous waste employee health and safety training.

3. Organization charts establishing clear lines of authority.

4. Clearly defined staff duties including the relationship of the training staff to the overall program.

5. Evidence that the training organizational structure suits the needs of the training program.

6. Appropriateness and adequacy of the training methods used by the instructors.

7. Sufficiency of the time committed by the training director and staff to the training program.

8. Adequacy of the ratio of training staff to students.

9. Availability and commitment of the training program of adequate human and equipment resources in the areas of:

- a. Health effects,
- b. Safety,
- c. Personal protective equipment (PPE),
- d. Operational procedures,
- e. Employee protection practices/procedures.

10. Appropriateness of management controls.

11. Adequacy of the organization and appropriate resources assigned to assure appropriate training.

12. In the case of multiple-site training programs, adequacy of satellite centers management.

C. Training facilities and resources.

Adequacy and appropriateness of the facilities and resources for supporting the training program should be considered, including:

1. Space and equipment to conduct the training.

2. Facilities for representative hands-on training.

3. In the case of multiple-site programs, equipment and facilities at the satellite centers.

4. Adequacy and appropriateness of the quality control and evaluations program to account for instructor performance.

5. Adequacy and appropriateness of the quality control and evaluation program to

ensure appropriate course evaluation, feedback, updating, and corrective action.

6. Adequacy and appropriateness of disciplines and expertise being used within the quality control and evaluation program.

7. Adequacy and appropriateness of the role of student evaluations to provide feedback for training program improvement.

D. Quality control and evaluation.

Adequacy and appropriateness of quality control and evaluation plans for training programs should be considered, including:

1. A balanced advisory committee and/or competent outside reviewers to give overall policy guidance;

2. Clear and adequate definition of the composition and active programmatic role of the advisory committee or outside reviewers.

3. Adequacy of the minutes or reports of the advisory committee or outside reviewers' meetings or written communication.

4. Adequacy and appropriateness of the quality control and evaluations program to account for instructor performance.

5. Adequacy and appropriateness of the quality control and evaluation program to ensure appropriate course evaluation, feedback, updating, and corrective action.

6. Adequacy and appropriateness of disciplines and expertise being used within the quality control and evaluation program.

7. Adequacy and appropriateness of the role of student evaluations to provide feedback for training program improvement.

E. Students

Adequacy and appropriateness of the program for accepting students should be considered, including:

1. Assurance that the student already possess the necessary skills for their job, including necessary documentation.

2. Appropriateness of methods the program uses to ensure that recruits are capable of satisfactorily completing training.

3. Review and compliance with any medical clearance policy.

F. Institutional Environment and Administrative Support

The adequacy and appropriateness of the institutional environment and administrative support system for the training program should be considered, including:

1. Adequacy of the institutional commitment

to the employee training program.

2. Adequacy and appropriateness of the administrative structure and administrative support.

G. Summary of Evaluation Questions

Key questions for evaluating the quality and appropriateness of an overall training program should include the following:

1. Are the program objectives clearly stated?

2. Is the program accomplishing its objectives?

3. Are appropriate facilities and staff available?

4. Is there an appropriate mix of classroom, demonstration, and hands-on training?

5. Is the program providing quality employee health and safety training that fully meets the intent of regulatory requirements?

6. What are the program's main strengths?

7. What are the program's main weaknesses?

8. What is recommended to improve the program?

9. Are instructors instructing according to their training outlines?

10. Is the evaluation tool current and appropriate for the program content?

11. Is the course material current and relevant to the target group?

Suggested Training Curriculum Guidelines

The following training curriculum guidelines are for those operations specifically identified in 29 CFR 1910.120 as requiring training. Issues such as qualifications of instructors, training certification, and similar criteria appropriate to all categories of operations addressed in 1910.120 have been covered in the preceding section and are not re-addressed in each of the generic guidelines. Basic core requirements for training programs that are addressed include:

1. General Hazardous Waste Operations

2. RCRA operations—Treatment, storage, and disposal facilities.

3. Emergency Response.

A. General Hazardous Waste Operations and Site-specific Training

1. Off-site training. Training course content for hazardous waste operations, required by 29 CFR 1910.120(e), should include the following topics or procedures:

a. Regulatory knowledge.

(1) An review of 29 CFR 1910.120 and the core elements of an occupational safety and health program.

(2) The content of a medical surveillance program as outlined in 29 CFR 1910.120(f).

(3) The content of an effective site safety and health plan consistent with the requirements of 29 CFR 1910.120(b)(4)(ii).

(4) Emergency response plan and procedures as outlined in 29 CFR 1910.38 and 29 CFR 1910.120(i).

(5) Adequate illumination.

(6) Sanitation recommendation and equipment.

(7) Review and explanation of OSHA's hazard-communication standard (29 CFR 1910.1200) and lock-out-tag-out standard (29 CFR 1910.147).

(8) Review of other applicable standards including but not limited to those in the construction standards (29 CFR Part 1926).

(9) Rights and responsibilities of employers and employees under applicable OSHA and EPA laws.

b. Technical knowledge.

(1) Type of potential exposures to chemical, biological, and radiological hazards; types of human responses to these hazards and recognition of those responses; principles of toxicology and information about acute and chronic hazards; health and safety considerations of new technology.

(2) Fundamentals of chemical hazards including but not limited to vapor pressure, boiling points, flash points, pH, other physical and chemical properties.

(3) Fire and explosion hazards of chemicals.

(4) General safety hazards such as but not limited to electrical hazards, powered equipment hazards, motor vehicle hazards, walking-working surface hazards, excavation hazards, and hazards associated with working in hot and cold temperature extremes.

(5) Review and knowledge of confined space entry procedures in 29 CFR 1910.146.

(6) Work practices to minimize employee risk from site hazards.

(7) Safe use of engineering controls, equipment, and any new relevant safety technology or safety procedures.

(8) Review and demonstration of competency with air sampling and monitoring equipment that may be used in a site monitoring program.

(9) Container sampling procedures and safeguarding; general drum and container handling procedures including special requirement for laboratory waste packs, shock-sensitive wastes, and radioactive wastes.

(10) The elements of a spill control program.

(11) Proper use and limitations of material handling equipment.

(12) Procedures for safe and healthful preparation of containers for shipping and transport.

(13) Methods of communication including those used while wearing respiratory protection.

c. Technical skills.

(1) Selection, use maintenance, and limitations of personal protective equipment including the components and procedures for carrying out a respirator program to comply with 29 CFR 1910.134.

(2) Instruction in decontamination programs including personnel, equipment, and hardware; hands-on training including level A, B, and C ensembles and appropriate decontamination lines; field activities including the donning and doffing of protective equipment to a level commensurate with the employee's anticipated job function and responsibility and to the degree required by potential hazards.

(3) Sources for additional hazard information; exercises using relevant manuals and hazard coding systems.

d. Additional suggested items.

(1) A laminated, dated card or certificate with photo, denoting limitations and level of protection for which the employee is trained should be issued to those students successfully completing a course.

(2) Attendance should be required at all training modules, with successful completion of exercises and a final written or oral examination with at least 50 questions.

(3) A minimum of one-third of the program should be devoted to hands-on exercises.

(4) A curriculum should be established for the 8-hour refresher training required by 29 CFR 1910.120(e)(8), with delivery of such courses directed toward those areas of previous training that need improvement or reemphasis.

(5) A curriculum should be established for the required 8-hour training for supervisors.

Demonstrated competency in the skills and knowledge provided in a 40-hour course should be a prerequisite for supervisor training.

2. Refresher training.

The 8-hour annual refresher training required in 29 CFR 1910.120(e)(8) should be conducted by qualified training providers. Refresher training should include at a minimum the following topics and procedures:

(a) Review of and retraining on relevant topics covered in the 40-hour program, as appropriate, using reports by the students on their work experiences.

(b) Update on developments with respect to material covered in the 40-hour course.

(c) Review of changes to pertinent provisions of EPA or OSHA standards or laws.

(d) Introduction of additional subject areas as appropriate.

(e) Hands-on review of new or altered PPE or decontamination equipment or procedures. Review of new developments in personal protective equipment.

(f) Review of newly developed air and contaminant monitoring equipment.

3. On-site training.

a. The employer should provide employees engaged in hazardous waste site activities with information and training prior to initial assignment into their work area, as follows:

(1) The requirements of the hazard communication program including the location and availability of the written program, required lists of hazardous chemicals, and material safety data sheets.

(2) Activities and locations in their work area where hazardous substance may be present.

(3) Methods and observations that may be used to detect the present or release of a hazardous chemical in the work area (such as monitoring conducted by the employer, continuous monitoring devices, visual appearances, or other evidence (sight, sound or smell) of hazardous chemicals being released, and applicable alarms from monitoring devices that record chemical releases.

(4) The physical and health hazards of substances known or potentially present in the work area.

(5) The measures employees can take to help protect themselves from work-site

hazards, including specific procedures the employer has implemented.

(6) An explanation of the labeling system and material safety data sheets and how employees can obtain and use appropriate hazard information.

(7) The elements of the confined space program including special PPE, permits, monitoring requirements, communication procedures, emergency response, and applicable lock-out procedures.

b. The employer should provide hazardous waste employees information and training and should provide a review and access to the site safety and plan as follows:

(1) Names of personnel and alternate responsible for site safety and health.

(2) Safety and health hazards present on the site.

(3) Selection, use, maintenance, and limitations of personal protective equipment specific to the site.

(4) Work practices by which the employee can minimize risks from hazards.

(5) Safe use of engineering controls and equipment available on site.

(6) Safe decontamination procedures established to minimize employee contact with hazardous substances, including:

- (A) Employee decontamination,
- (B) Clothing decontamination, and
- (C) Equipment decontamination.

(7) Elements of the site emergency response plan, including:

- (A) Pre-emergency planning.
- (B) Personnel roles and lines of authority and communication.
- (C) Emergency recognition and prevention.
- (D) Safe distances and places of refuge.
- (E) Site security and control.
- (F) Evacuation routes and procedures.
- (G) Decontamination procedures not covered by the site safety and health plan.
- (H) Emergency medical treatment and first aid.

(I) Emergency equipment and procedures for handling emergency incidents.

c. The employer should provide hazardous waste employees information and training on personal protective equipment used at the site, such as the following:

(1) PPE to be used based upon known or anticipated site hazards.

(2) PPE limitations of materials and

construction; limitations during temperature extremes, heat stress, and other appropriate medical considerations; use and limitations of respirator equipment as well as documentation procedures as outlined in 29 CFR 1910.134.

(3) PPE inspection procedures prior to, during, and after use.

(4) PPE donning and doffing procedures.

(5) PPE decontamination and disposal procedures.

(6) PPE maintenance and storage.

(7) Task duration as related to PPE limitations.

d. The employer should instruct the employee about the site medical surveillance program relative to the particular site, including:

(1) Specific medical surveillance programs that have been adapted for the site.

(2) Specific signs and symptoms related to exposure to hazardous materials on the site.

(3) The frequency and extent of periodic medical examinations that will be used on the site.

(4) Maintenance and availability of records.

(5) Personnel to be contacted and procedures to be followed when signs and symptoms of exposures are recognized.

e. The employees will review and discuss the site safety plan as part of the training program. The location of the site safety plan and all written programs should be discussed with employees including a discussion of the mechanisms for access, review, and references described.

B. RCRA Operations Training for Treatment, Storage and Disposal Facilities.

1. As a minimum, the training course required in 29 CFR 1910.120 (p) should include the following topics:

(a) Review of the applicable paragraphs of 29 CFR 1910.120 and the elements of the employer's occupational safety and health plan.

(b) Review of relevant hazards such as, but not limited to, chemical, biological, and radiological exposures; fire and explosion hazards; thermal extremes; and physical hazards.

(c) General safety hazards including those associated with electrical hazards, powered equipment hazards, lock-out-tag-out procedures, motor vehicle hazards and walking-working surface hazards.

(d) Confined-space hazards and procedures.

(e) Work practices to minimize employee risk from workplace hazards.

(f) Emergency response plan and procedures including first aid meeting the requirements of paragraph (p)(8).

(g) A review of procedures to minimize exposure to hazardous waste and various type of waste streams, including the materials handling program and spill containment program.

(h) A review of hazard communication programs meeting the requirements of 29 CFR 1910.1200.

(i) A review of medical surveillance programs meeting the requirements of 29 CFR 1910.120(p)(3) including the recognition of signs and symptoms of overexposure to hazardous substance including known synergistic interactions.

(j) A review of decontamination programs and procedures meeting the requirements of 29 CFR 1910.120(p)(4).

(k) A review of an employer's requirements to implement a training program and its elements.

(l) A review of the criteria and programs for proper selection and use of personal protective equipment, including respirators.

(m) A review of the applicable appendices to 29 CFR 1910.120.

(n) Principles of toxicology and biological monitoring as they pertain to occupational health.

(o) Rights and responsibilities of employees and employers under applicable OSHA and EPA laws.

(p) Hands-on exercises and demonstrations of competency with equipment to illustrate the basic equipment principles that may be used during the performance of work duties, including the donning and doffing of PPE.

(q) Sources of reference, efficient use of relevant manuals, and knowledge of hazard coding systems to include information contained in hazardous waste manifests.

(r) At least 8 hours of hands-on training.

(s) Training in the job skills required for an employee's job function and responsibility before they are permitted to participate in or supervise field activities.

2. The individual employer should provide hazardous waste employees with information and training prior to an employee's initial assignment into a work area. The training and

information should cover the following topics:

(a) The Emergency response plan and procedures including first aid.

(b) A review of the employer's hazardous waste handling procedures including the materials handling program and elements of the spill containment program, location of spill response kits or equipment, and the names of those trained to respond to releases.

(c) The hazardous communication program meeting the requirements of 29 CFR 1910.1200.

(d) A review of the employer's medical surveillance program including the recognition of signs and symptoms of exposure to relevant hazardous substance including known synergistic interactions.

(e) A review of the employer's decontamination program and procedures.

(f) An review of the employer's training program and the parties responsible for that program.

(g) A review of the employer's personal protective equipment program including the proper selection and use of PPE based upon specific site hazards.

(h) All relevant site-specific procedures addressing potential safety and health hazards. This may include, as appropriate, biological and radiological exposures, fire and explosion hazards, thermal hazards, and physical hazards such as electrical hazards, powered equipment hazards, lock-out-tag-out hazards, motor vehicle hazards, and walking-working surface hazards.

(i) Safe use engineering controls and equipment on site.

(j) Names of personnel and alternates responsible for safety and health.

C. Emergency response training.

Federal OSHA standards in 29 CFR 1910.120(q) are directed toward private sector emergency responders. Therefore, the guidelines provided in this portion of the appendix are directed toward that employee population. However, they also impact indirectly through State OSHA or USEPA regulations some public sector emergency responders. Therefore, the guidelines provided in this portion of the appendix may be applied to both employee populations.

States with OSHA state plans must cover their employees with regulations at least as effective as the Federal OSHA standards.

Public employees in states without approved state OSHA programs covering hazardous waste operations and emergency response are covered by the U.S. EPA under 40 CFR 311, a regulation virtually identical to Sec. 1910.120.

Since this is a non-mandatory appendix and therefore not an enforceable standard, OSHA recommends that those employers, employees or volunteers in public sector emergency response organizations outside Federal OSHA jurisdiction consider the following criteria in developing their own training programs. A unified approach to training at the community level between emergency response organizations covered by Federal OSHA and those not covered directly by Federal OSHA can help ensure an effective community response to the release or potential release of hazardous substances in the community.

a. General considerations.

Emergency response organizations are required to consider the topics listed in Sec. 1910.120(q)(6). Emergency response organizations may use some or all of the following topics to supplement those mandatory topics when developing their response training programs. Many of the topics would require an interaction between the response provider and the individuals responsible for the site where the response would be expected.

(1) Hazard recognition, including:

(A) Nature of hazardous substances present,

(B) Practical applications of hazard recognition, including presentations on biology, chemistry, and physics.

(2) Principles of toxicology, biological monitoring, and risk assessment.

(3) Safe work practices and general site safety.

(4) Engineering controls and hazardous waste operations.

(5) Site safety plans and standard operating procedures.

(6) Decontamination procedures and practices.

(7) Emergency procedures, first aid, and self-rescue.

(8) Safe use of field equipment.

(9) Storage, handling, use and transportation of hazardous substances.

(10) Use, care, and limitations of personal protective equipment.

(11) Safe sampling techniques.

(12) Rights and responsibilities of employees under OSHA and other related laws concerning right-to-know, safety and health, compensations and liability.

(13) Medical monitoring requirements.

(14) Community relations.

b. Suggested criteria for specific courses.

(1) First responder awareness level.

(A) Review of and demonstration of competency in performing the applicable skills of 29 CFR 1910.120(q).

(B) Hands-on experience with the U.S. Department of Transportation's Emergency Response Guidebook (ERG) and familiarization with OSHA standard 29 CFR 1910.1201.

(C) Review of the principles and practices for analyzing an incident to determine both the hazardous substances present and the basic hazard and response information for each hazardous substance present.

(D) Review of procedures for implementing actions consistent with the local emergency response plan, the organization's standard operating procedures, and the current edition of DOT's ERG including emergency notification procedures and follow-up communications.

(E) Review of the expected hazards including fire and explosions hazards, confined space hazards, electrical hazards, powered equipment hazards, motor vehicle hazards, and walking-working surface hazards.

(F) Awareness and knowledge of the competencies for the First Responder at the Awareness Level covered in the National Fire Protection Association's Standard No. 472, Professional Competence of Responders to Hazardous Materials Incidents.

(2) First responder operations level.

(A) Review of and demonstration of competency in performing the applicable skills of 29 CFR 1910.120(q).

(B) Hands-on experience with the U.S. Department of Transportation's Emergency Response Guidebook (ERG), manufacturer material safety data sheets, CHEMTREC/CANUTEC, shipper or manufacturer contacts, and other relevant sources of information addressing hazardous substance releases. Familiarization with OSHA standard 29 CFR 1910.1201.

(C) Review of the principles and practices for analyzing an incident to determine the hazardous substances present, the likely

behavior of the hazardous substance and its container, the types of hazardous substance transportation containers and vehicles, the types and selection of the appropriate defensive strategy for containing the release.

(D) Review of procedures for implementing continuing response actions consistent with the local emergency response plan, the organization's standard operating procedures, and the current edition of DOT's ERG including extended emergency notification procedures and follow-up communications.

(E) Review of the principles and practice for proper selection and use of personal protective equipment.

(F) Review of the principles and practice of personnel and equipment decontamination.

(G) Review of the expected hazards including fire and explosions hazards, confined space hazards, electrical hazards, powered equipment hazards, motor vehicle hazards, and walking-working surface hazards.

(H) Awareness and knowledge of the competencies for the First Responder at the Operations Level covered in the National Fire Protection Association's Standard No. 472, Professional Competence of Responders to Hazardous Materials Incidents.

(3) Hazardous materials technician.

(A) Review of and demonstration of competency in performing the applicable skills of 29 CFR 1910.120(q).

(B) Hands-on experience with written and electronic information relative to response decision making including but not limited to the U.S. Department of Transportation's Emergency Response Guidebook (ERG), manufacturer material safety data sheets, CHEMTREC/CANUTEC, shipper or manufacturer contacts, computer data bases and response models, and other relevant sources of information addressing hazardous substance releases. Familiarization with OSHA standard 29 CFR 1910.1201.

(C) Review of the principles and practices for analyzing an incident to determine the hazardous substances present, their physical and chemical properties, the likely behavior of the hazardous substance and its container, the types of hazardous substance transportation containers and vehicles involved in the release, the appropriate strategy for approaching release sites and containing the release.

(D) Review of procedures for implementing continuing response actions consistent with the local emergency response plan, the organization's standard operating procedures, and the current edition of DOT's ERG including extended emergency notification procedures and follow-up communications.

(E) Review of the principles and practice for proper selection and use of personal protective equipment.

(F) Review of the principles and practices of establishing exposure zones, proper decontamination and medical surveillance stations and procedures.

(G) Review of the expected hazards including fire and explosions hazards, confined space hazards, electrical hazards, powered equipment hazards, motor vehicle hazards, and walking-working surface hazards.

(H) Awareness and knowledge of the competencies for the Hazardous Materials Technician covered in the National Fire Protection Association's Standard No. 472, Professional Competence of Responders to Hazardous Materials Incidents.

4) Hazardous materials specialist.

(A) Review of and demonstration of competency in performing the applicable skills of 29 CFR 1910.120(q).

(B) Hands-on experience with retrieval and use of written and electronic information relative to response decision making including but not limited to the U.S. Department of Transportation's Emergency Response Guidebook (ERG), manufacturer material safety data sheets, CHEMTREC/CANUTEC, shipper or manufacturer contacts, computer data bases and response models, and other relevant sources of information addressing hazardous substance releases. Familiarization with OSHA standard 29 CFR 1910.1201.

(C) Review of the principles and practices for analyzing an incident to determine the hazardous substances present, their physical and chemical properties, and the likely behavior of the hazardous substance and its container, vessel, or vehicle.

(D) Review of the principles and practices for identification of the types of hazardous substance transportation containers, vessels and vehicles involved in the release; selecting and using the various types of equipment available for plugging or patching transportation containers, vessels or vehicles; organizing and

directing the use of multiple teams of hazardous material technicians and selecting the appropriate strategy for approaching release sites and containing or stopping the release.

(E) Review of procedures for implementing continuing response actions consistent with the local emergency response plan, the organization's standard operating procedures, including knowledge of the available public and private response resources, establishment of an incident command post, direction of hazardous material technician teams, and extended emergency notification procedures and follow-up communications.

(F) Review of the principles and practice for proper selection and use of personal protective equipment.

(G) Review of the principles and practices of establishing exposure zones and proper decontamination, monitoring and medical surveillance stations and procedures.

(H) Review of the expected hazards including fire and explosions hazards, confined space hazards, electrical hazards, powered equipment hazards, motor vehicle hazards, and walking-working surface hazards.

(I) Awareness and knowledge of the competencies for the Off-site Specialist Employee covered in the National Fire Protection Association's Standard No. 472, Professional Competence of Responders to Hazardous Materials Incidents.

(5) Incident commander.

The incident commander is the individual who, at any one time, is responsible for and in control of the response effort. This individual is the person responsible for the direction and coordination of the response effort. An incident commander's position should be occupied by the most senior, appropriately trained individual present at the response site. Yet, as necessary and appropriate by the level of response provided, the position may be occupied by many individuals during a particular response as the need for greater authority, responsibility, or training increases. It is possible for the first responder at the awareness level to assume the duties of incident commander until a more senior and appropriately trained individual arrives at the response site.

Therefore, any emergency responder expected to perform as an incident commander should be trained to fulfill the obligations of

the position at the level of response they will be providing including the following:

(A) Ability to analyze a hazardous substance incident to determine the magnitude of the response problem.

(B) Ability to plan and implement an appropriate response plan within the capabilities of available personnel and equipment.

(C) Ability to implement a response to favorably change the outcome of the incident in a manner consistent with the local emergency response plan and the organization's standard operating procedures.

(D) Ability to evaluate the progress of the emergency response to ensure that the response objectives are being met safely, effectively, and efficiently.

(E) Ability to adjust the response plan to the conditions of the response and to notify higher levels of response when required by the changes to the response plan.

* [54 FR 9317, Mar. 6, 1898, as amended at 55 FR 14073, Apr. 13, 1990; 56 FR 15832, Apr. 18, 1991; 59 FR 43268, Aug. 22, 1994]

APPENDIX B

WZB

Part Number 1910

Standard Number 1910.1200

Title Hazard communication.

(a) "Purpose." (1) The purpose of this section is to ensure that the hazards of all chemicals produced or imported are evaluated, and that information concerning their hazards is transmitted to employers and employees. This transmittal of information is to be accomplished by means of comprehensive hazard communication programs, which are to include container labeling and other forms of warning, material safety data sheets and employee training.

(2) This occupational safety and health standard is intended to address comprehensively the issue of evaluating the potential hazards of chemicals, and communicating information concerning hazards and appropriate protective measures to employees, and to preempt any legal requirements of a state, or political subdivision of a state, pertaining to this subject. Evaluating the potential hazards of chemicals, and communicating information concerning hazards and appropriate protective measures to employees, may include, for example, but is not limited to, provisions for: developing and maintaining a written hazard communication program for the workplace, including lists of hazardous chemicals present; labeling of containers of chemicals in the workplace, as well as of containers of chemicals being shipped to other workplaces; preparation and distribution of material safety data sheets to employees and downstream employers; and development and implementation of employee training programs regarding hazards of chemicals and protective measures. Under section 18 of the Act, no state or political subdivision of a state may adopt or enforce, through any court or agency, any requirement relating to the issue addressed by this Federal standard, except pursuant to a Federally-approved state plan.

1910.1200(b)

(b) "Scope and application." (1) This section requires chemical manufacturers or importers to assess the hazards of chemicals which they produce or import, and all employers to provide information to their

employees about the hazardous chemicals to which they are exposed, by means of a hazard communication program, labels and other forms of warning, material safety data sheets, and information and training. In addition, this section requires distributors to transmit the required information to employers. (Employers who do not produce or import chemicals need only focus on those parts of this rule that deal with establishing a workplace program and communicating information to their workers. Appendix E of this section is a general guide for such employers to help them determine their compliance obligations under the rule.)

(2) This section applies to any chemical which is known to be present in the workplace in such a manner that employees may be exposed under normal conditions of use or in a foreseeable emergency.

(3) This section applies to laboratories only as follows:

(i) Employers shall ensure that labels on incoming containers of hazardous chemicals are not removed or defaced;

(ii) Employers shall maintain any material safety data sheets that are received with incoming shipments of hazardous chemicals, and ensure that they are readily accessible during each workshift to laboratory employees when they are in their work areas;

1910.1200(b)(3)(iii)

(iii) Employers shall ensure that laboratory employees are provided information and training in accordance with paragraph (h) of this section, except for the location and availability of the written hazard communication program under paragraph (h)(2)(iii) of this section; and,

(iv) Laboratory employers that ship hazardous chemicals are considered to be either a chemical manufacturer or a distributor under this rule, and thus must ensure that any containers of hazardous chemicals leaving the laboratory are labeled in accordance with paragraph (f)(1) of this section, and that a material safety data sheet is provided to distributors and other employers in accordance with paragraphs (g)(6) and (g)(7) of this section.

(4) In work operations where employees only handle chemicals in sealed containers which are not opened under normal conditions of use (such as are found in marine cargo handling, warehousing, or retail sales), this

section applies to these operations only as follows:

(i) Employers shall ensure that labels on incoming containers of hazardous chemicals are not removed or defaced;

(ii) Employers shall maintain copies of any material safety data sheets that are received with incoming shipments of the sealed containers of hazardous chemicals, shall obtain a material safety data sheet as soon as possible for sealed containers of hazardous chemicals received without a material safety data sheet if an employee requests the material safety data sheet, and shall ensure that the material safety data sheets are readily accessible during each work shift to employees when they are in their work area(s); and,

1910.1200(b)(4)(iii)

(iii) Employers shall ensure that employees are provided with information and training in accordance with paragraph (h) of this section (except for the location and availability of the written hazard communication program under paragraph (h)(2)(iii) of this section), to the extent necessary to protect them in the event of a spill or leak of a hazardous chemical from a sealed container.

(5) This section does not require labeling of the following chemicals:

(i) Any pesticide as such term is defined in the Federal Insecticide, Fungicide, and Rodenticide Act (7 U.S.C. 136 et seq.), when subject to the labeling requirements of that Act and labeling regulations issued under that Act by the Environmental Protection Agency;

(ii) Any chemical substance or mixture as such terms are defined in the Toxic Substances Control Act (15 U.S.C. 2601 et seq.), when subject to the labeling requirements of that Act and labeling regulations issued under that Act by the Environmental Protection Agency;

(iii) Any food, food additive, color additive, drug, cosmetic, or medical or veterinary device or product, including materials intended for use as ingredients in such products (e.g. flavors and fragrances), as such terms are defined in the Federal Food, Drug, and Cosmetic Act (21 U.S.C. 301 et seq.) or the Virus-Serum-Toxin Act of 1913 (21 U.S.C. 151 et seq.), and regulations issued under those Acts, when they are subject to the labeling requirements under those Acts by either the Food and Drug Administration or the Department of Agriculture;

1910.1200(b)(5)(iv)

(iv) Any distilled spirits (beverage alcohols), wine, or malt beverage intended for nonindustrial use, as such terms are defined in the Federal Alcohol Administration Act (27 U.S.C. 201 et seq.) and regulations issued under that Act, when subject to the labeling requirements of that Act and labeling regulations issued under that Act by the Bureau of Alcohol, Tobacco, and Firearms;

(v) Any consumer product or hazardous substance as those terms are defined in the Consumer Product Safety Act (15 U.S.C. 2051 et seq.) and Federal Hazardous Substances Act (15 U.S.C. 1261 et seq.) respectively, when subject to a consumer product safety standard or labeling requirement of those Acts, or regulations issued under those Acts by the Consumer Product Safety Commission; and,

(vi) Agricultural or vegetable seed treated with pesticides and labeled in accordance with the Federal Seed Act (7 U.S.C. 1551 et seq.) and the labeling regulations issued under that Act by the Department of Agriculture.

(6) This section does not apply to: (i) Any hazardous waste as such term is defined by the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act of 1976, as amended (42 U.S.C. 6901 et seq.), when subject to regulations issued under that Act by the Environmental Protection Agency;

1910.1200(b)(6)(ii)

(ii) Any hazardous substance as such term is defined by the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA) (42 U.S.C. 9601 et seq.) when the hazardous substance is the focus of remedial or removal action being conducted under CERCLA in accordance with the Environmental Protection Agency regulations.

(iii) Tobacco or tobacco products;

(iv) Wood or wood products, including lumber which will not be processed, where the chemical manufacturer or importer can establish that the only hazard they pose to employees is the potential for flammability or combustibility (wood or wood products which have been treated with a hazardous chemical covered by this standard, and wood which may be subsequently sawed or cut, generating dust, are not exempted);

(v) Articles (as that term is defined in paragraph (c) of this section);

(vi) Food or alcoholic beverages which are

sold, used, or prepared in a retail establishment (such as a grocery store, restaurant, or drinking place), and foods intended for personal consumption by employees while in the workplace;

(vii) Any drug, as that term is defined in the Federal Food, Drug, and Cosmetic Act (21 U.S.C. 301 et seq.), when it is in solid, final form for direct administration to the patient (e.g., tablets or pills); drugs which are packaged by the chemical manufacturer for sale to consumers in a retail establishment (e.g., over-the-counter drugs); and drugs intended for personal consumption by employees while in the workplace (e.g., first aid supplies);

1910.1200(b)(6)(viii)

(viii) Cosmetics which are packaged for sale to consumers in a retail establishment, and cosmetics intended for personal consumption by employees while in the workplace;

(ix) Any consumer product or hazardous substance, as those terms are defined in the Consumer Product Safety Act (15 U.S.C. 2051 et seq.) and Federal Hazardous Substances Act (15 U.S.C. 1261 et seq.) respectively, where the employer can show that it is used in the workplace for the purpose intended by the chemical manufacturer or importer of the product, and the use results in a duration and frequency of exposure which is not greater than the range of exposures that could reasonably be experienced by consumers when used for the purpose intended;

(x) Nuisance particulates where the chemical manufacturer or importer can establish that they do not pose any physical or health hazard covered under this section;

(xi) Ionizing and nonionizing radiation; and,

(xii) Biological hazards.

(c) "Definitions."

"Article" means a manufactured item other than a fluid or particle: (i) which is formed to a specific shape or design during manufacture; (ii) which has end use function(s) dependent in whole or in part upon its shape or design during end use; and (iii) which under normal conditions of use does not release more than very small quantities, e.g., minute or trace amounts of a hazardous chemical (as determined under paragraph (d) of this section), and does not pose a physical hazard or health risk to employees.

"Assistant Secretary" means the Assistant Secretary of Labor for Occupational Safety and

Health, U.S. Department of Labor, or designee.

"Chemical" means any element, chemical compound or mixture of elements and/or compounds.

"Chemical manufacturer" means an employer with a workplace where chemical(s) are produced for use or distribution.

"Chemical name" means the scientific designation of a chemical in accordance with the nomenclature system developed by the International Union of Pure and Applied Chemistry (IUPAC) or the Chemical Abstracts Service (CAS) rules of nomenclature, or a name which will clearly identify the chemical for the purpose of conducting a hazard evaluation.

"Combustible liquid" means any liquid having a flashpoint at or above 100 deg. F (37.8 deg. C), but below 200 deg. F (93.3 deg. C), except any mixture having components with flashpoints of 200 deg. F (93.3 deg. C), or higher, the total volume of which make up 99 percent or more of the total volume of the mixture.

"Commercial account" means an arrangement whereby a retail distributor sells hazardous chemicals to an employer, generally in large quantities over time and/or at costs that are below the regular retail price.

"Common name" means any designation or identification such as code name, code number, trade name, brand name or generic name used to identify a chemical other than by its chemical name.

"Compressed gas" means:

(i) A gas or mixture of gases having, in a container, an absolute pressure exceeding 40 psi at 70 deg. F (21.1 deg. C); or

(ii) A gas or mixture of gases having, in a container, an absolute pressure exceeding 104 psi at 130 deg. F (54.4 deg. C) regardless of the pressure at 70 deg. F (21.1 deg. C); or

(iii) A liquid having a vapor pressure exceeding 40 psi at 100 deg. F (37.8 deg. C) as determined by ASTM D-323-72.

"Container" means any bag, barrel, bottle, box, can, cylinder, drum, reaction vessel, storage tank, or the like that contains a hazardous chemical. For purposes of this section, pipes or piping systems, and engines, fuel tanks, or other operating systems in a vehicle, are not considered to be containers.

"Designated representative" means any

individual or organization to whom an employee gives written authorization to exercise such employee's rights under this section. A recognized or certified collective bargaining agent shall be treated automatically as a designated representative without regard to written employee authorization.

"Director" means the Director, National Institute for Occupational Safety and Health, U.S. Department of Health and Human Services, or designee.

"Distributor" means a business, other than a chemical manufacturer or importer, which supplies hazardous chemicals to other distributors or to employers.

"Employee" means a worker who may be exposed to hazardous chemicals under normal operating conditions or in foreseeable emergencies. Workers such as office workers or bank tellers who encounter hazardous chemicals only in non-routine, isolated instances are not covered.

"Employer" means a person engaged in a business where chemicals are either used, distributed, or are produced for use or distribution, including a contractor or subcontractor.

"Explosive" means a chemical that causes a sudden, almost instantaneous release of pressure, gas, and heat when subjected to sudden shock, pressure, or high temperature.

"Exposure or exposed" means that an employee is subjected in the course of employment to a chemical that is a physical or health hazard, and includes potential (e.g. accidental or possible) exposure. "Subjected" in terms of health hazards includes any route of entry (e.g. inhalation, ingestion, skin contact or absorption.)

"Flammable" means a chemical that falls into one of the following categories:

(i) "Aerosol, flammable" means an aerosol that, when tested by the method described in 16 CFR 1500.45, yields a flame projection exceeding 18 inches at full valve opening, or a flashback (a flame extending back to the valve) at any degree of valve opening;

(ii) "Gas, flammable" means: (A) A gas that, at ambient temperature and pressure, forms a flammable mixture with air at a concentration of thirteen (13) percent by volume or less; or

(B) A gas that, at ambient temperature and pressure, forms a range of flammable mixtures

with air wider than twelve (12) percent by volume, regardless of the lower limit;

(iii) "Liquid, flammable" means any liquid having a flashpoint below 100 deg. F (37.8 deg. C), except any mixture having components with flashpoints of 100 deg. F (37.8 deg. C) or higher, the total of which make up 99 percent or more of the total volume of the mixture.

(iv) "Solid, flammable" means a solid, other than a blasting agent or explosive as defined in 1910.109(a), that is liable to cause fire through friction, absorption of moisture, spontaneous chemical change, or retained heat from manufacturing or processing, or which can be ignited readily and when ignited burns so vigorously and persistently as to create a serious hazard. A chemical shall be considered to be a flammable solid if, when tested by the method described in 16 CFR 1500.44, it ignites and burns with a self-sustained flame at a rate greater than one-tenth of an inch per second along its major axis.

"Flashpoint" means the minimum temperature at which a liquid gives off a vapor in sufficient concentration to ignite when tested as follows:

(i) Tagliabue Closed Tester (See American National Standard Method of Test for Flash Point by Tag Closed Tester, Z11.24-1979 (ASTM D 56-79)) for liquids with a viscosity of less than 45 Saybolt Universal Seconds (SUS) at 100 deg. F (37.8 deg. C), that do not contain suspended solids and do not have a tendency to form a surface film under test; or

(ii) Pensky-Martens Closed Tester (see American National Standard Method of Test for Flash Point by Pensky-Martens Closed Tester, Z11.7-1979 (ASTM D 93-79)) for liquids with a viscosity equal to or greater than 45 SUS at 100 deg. F (37.8 deg. C), or that contain suspended solids, or that have a tendency to form a surface film under test; or

(iii) Setaflash Closed Tester (see American National Standard Method of Test for Flash Point by Setaflash Closed Tester (ASTM D 3278-78)). Organic peroxides, which undergo autoaccelerating thermal decomposition, are excluded from any of the flashpoint determination methods specified above.

"Foreseeable emergency" means any potential occurrence such as, but not limited to, equipment failure, rupture of containers, or failure of control equipment which could result

in an uncontrolled release of a hazardous chemical into the workplace.

"Hazardous chemical" means any chemical which is a physical hazard or a health hazard.

"Hazard warning" means any words, pictures, symbols, or combination thereof appearing on a label or other appropriate form of warning which convey the specific physical and health hazard(s), including target organ effects, of the chemical(s) in the container(s). (See the definitions for "physical hazard" and "health hazard" to determine the hazards which must be covered.)

"Health hazard" means a chemical for which there is statistically significant evidence based on at least one study conducted in accordance with established scientific principles that acute or chronic health effects may occur in exposed employees. The term "health hazard" includes chemicals which are carcinogens, toxic or highly toxic agents, reproductive toxins, irritants, corrosives, sensitizers, hepatotoxins, nephrotoxins, neurotoxins, agents which act on the hematopoietic system, and agents which damage the lungs, skin, eyes, or mucous membranes. Appendix A provides further definitions and explanations of the scope of health hazards covered by this section, and Appendix B describes the criteria to be used to determine whether or not a chemical is to be considered hazardous for purposes of this standard.

"Identity" means any chemical or common name which is indicated on the material safety data sheet (MSDS) for the chemical. The identity used shall permit cross-references to be made among the required list of hazardous chemicals, the label and the MSDS.

"Immediate use" means that the hazardous chemical will be under the control of and used only by the person who transfers it from a labeled container and only within the work shift in which it is transferred.

"Importer" means the first business with employees within the Customs Territory of the United States which receives hazardous chemicals produced in other countries for the purpose of supplying them to distributors or employers within the United States.

"Label" means any written, printed, or graphic material displayed on or affixed to containers of hazardous chemicals.

"Material safety data sheet (MSDS)" means

written or printed material concerning a hazardous chemical which is prepared in accordance with paragraph (g) of this section.

"Mixture" means any combination of two or more chemicals if the combination is not, in whole or in part, the result of a chemical reaction.

"Organic peroxide" means an organic compound that contains the bivalent -O-O-structure and which may be considered to be a structural derivative of hydrogen peroxide where one or both of the hydrogen atoms has been replaced by an organic radical.

"Oxidizer" means a chemical other than a blasting agent or explosive as defined in 1910.109(a), that initiates or promotes combustion in other materials, thereby causing fire either of itself or through the release of oxygen or other gases.

"Physical hazard" means a chemical for which there is scientifically valid evidence that it is a combustible liquid, a compressed gas, explosive, flammable, an organic peroxide, an oxidizer, pyrophoric, unstable (reactive) or water-reactive.

"Produce" means to manufacture, process, formulate, blend, extract, generate, emit, or repackage.

"Pyrophoric" means a chemical that will ignite spontaneously in air at a temperature of 130 deg. F (54.4 deg. C) or below.

"Responsible party" means someone who can provide additional information on the hazardous chemical and appropriate emergency procedures, if necessary.

"Specific chemical identity" means the chemical name, Chemical Abstracts Service (CAS) Registry Number, or any other information that reveals the precise chemical designation of the substance.

"Trade secret" means any confidential formula, pattern, process, device, information or compilation of information that is used in an employer's business, and that gives the employer an opportunity to obtain an advantage over competitors who do not know or use it. Appendix D sets out the criteria to be used in evaluating trade secrets.

"Unstable (reactive)" means a chemical which in the pure state, or as produced or transported, will vigorously polymerize, decompose, condense, or will become self-reactive under conditions of shocks, pressure or temperature.

"Use" means to package, handle, react, emit, extract, generate as a byproduct, or transfer.

"Water-reactive" means a chemical that reacts with water to release a gas that is either flammable or presents a health hazard.

"Work area" means a room or defined space in a workplace where hazardous chemicals are produced or used, and where employees are present.

"Workplace" means an establishment, job site, or project, at one geographical location containing one or more work areas.

1910.1200(d)

(d) "Hazard determination." (1) Chemical manufacturers and importers shall evaluate chemicals produced in their workplaces or imported by them to determine if they are hazardous. Employers are not required to evaluate chemicals unless they choose not to rely on the evaluation performed by the chemical manufacturer or importer for the chemical to satisfy this requirement.

(2) Chemical manufacturers, importers or employers evaluating chemicals shall identify and consider the available scientific evidence concerning such hazards. For health hazards, evidence which is statistically significant and which is based on at least one positive study conducted in accordance with established scientific principles is considered to be sufficient to establish a hazardous effect if the results of the study meet the definitions of health hazards in this section. Appendix A shall be consulted for the scope of health hazards covered, and Appendix B shall be consulted for the criteria to be followed with respect to the completeness of the evaluation, and the data to be reported.

(3) The chemical manufacturer, importer or employer evaluating chemicals shall treat the following sources as establishing that the chemicals listed in them are hazardous:

1910.1200(d)(3)(i)

(i) 29 CFR part 1910, subpart Z, Toxic and Hazardous Substances, Occupational Safety and Health Administration (OSHA); or,

(ii) "Threshold Limit Values for Chemical Substances and Physical Agents in the Work Environment," American Conference of Governmental Industrial Hygienists (ACGIH) (latest edition). The chemical manufacturer, importer, or employer is still responsible for evaluating the hazards associated with the

chemicals in these source lists in accordance with the requirements of this standard.

(4) Chemical manufacturers, importers and employers evaluating chemicals shall treat the following sources as establishing that a chemical is a carcinogen or potential carcinogen for hazard communication purposes:

(i) National Toxicology Program (NTP), "Annual Report on Carcinogens" (latest edition);

(ii) International Agency for Research on Cancer (IARC) "Monographs" (latest editions); or

(iii) 29 CFR part 1910, subpart Z, Toxic and Hazardous Substances, Occupational Safety and Health Administration.

Note: The "Registry of Toxic Effects of Chemical Substances" published by the National Institute for Occupational Safety and Health indicates whether a chemical has been found by NTP or IARC to be a potential carcinogen.

1910.1200(d)(5)

(5) The chemical manufacturer, importer or employer shall determine the hazards of mixtures of chemicals as follows:

(i) If a mixture has been tested as a whole to determine its hazards, the results of such testing shall be used to determine whether the mixture is hazardous;

(ii) If a mixture has not been tested as a whole to determine whether the mixture is a health hazard, the mixture shall be assumed to present the same health hazards as do the components which comprise one percent (by weight or volume) or greater of the mixture, except that the mixture shall be assumed to present a carcinogenic hazard if it contains a component in concentrations of 0.1 percent or greater which is considered to be a carcinogen under paragraph (d)(4) of this section;

(iii) If a mixture has not been tested as a whole to determine whether the mixture is a physical hazard, the chemical manufacturer, importer, or employer may use whatever scientifically valid data is available to evaluate the physical hazard potential of the mixture; and,

(iv) If the chemical manufacturer, importer, or employer has evidence to indicate that a component present in the mixture in concentrations of less than one percent (or in the case of carcinogens, less than 0.1 percent) could be released in concentrations which

would exceed an established OSHA permissible exposure limit or ACGIH Threshold Limit Value, or could present a health risk to employees in those concentrations, the mixture shall be assumed to present the same hazard.

1910.1200(d)(6)

(6) Chemical manufacturers, importers, or employers evaluating chemicals shall describe in writing the procedures they use to determine the hazards of the chemical they evaluate. The written procedures are to be made available, upon request, to employees, their designated representatives, the Assistant Secretary and the Director. The written description may be incorporated into the written hazard communication program required under paragraph (e) of this section.

(e) "Written hazard communication program." (1) Employers shall develop, implement, and maintain at each workplace, a written hazard communication program which at least describes how the criteria specified in paragraphs (f), (g), and (h) of this section for labels and other forms of warning, material safety data sheets, and employee information and training will be met, and which also includes the following:

(i) A list of the hazardous chemicals known to be present using an identity that is referenced on the appropriate material safety data sheet (the list may be compiled for the workplace as a whole or for individual work areas); and,

(ii) The methods the employer will use to inform employees of the hazards of non-routine tasks (for example, the cleaning of reactor vessels), and the hazards associated with chemicals contained in unlabeled pipes in their work areas.

1910.1200(e)(2)

(2) "Multi-employer workplaces." Employers who produce, use, or store hazardous chemicals at a workplace in such a way that the employees of other employer(s) may be exposed (for example, employees of a construction contractor working on-site) shall additionally ensure that the hazard communication programs developed and implemented under this paragraph (e) include the following:

(i) The methods the employer will use to provide the other employer(s) on-site access to material safety data sheets for each hazardous chemical the other employer(s)' employees may

be exposed to while working;

(ii) The methods the employer will use to inform the other employer(s) of any precautionary measures that need to be taken to protect employees during the workplace's normal operating conditions and in foreseeable emergencies; and,

(iii) The methods the employer will use to inform the other employer(s) of the labeling system used in the workplace.

(3) The employer may rely on an existing hazard communication program to comply with these requirements, provided that it meets the criteria established in this paragraph (e).

(4) The employer shall make the written hazard communication program available, upon request, to employees, their designated representatives, the Assistant Secretary and the Director, in accordance with the requirements of 29 CFR 1910.20 (e).

1910.1200(e)(5)

(5) Where employees must travel between workplaces during a workshift, i.e., their work is carried out at more than one geographical location, the written hazard communication program may be kept at the primary workplace facility.

(f) "Labels and other forms of warning."

(1) The chemical manufacturer, importer, or distributor shall ensure that each container of hazardous chemicals leaving the workplace is labeled, tagged or marked with the following information:

(i) Identity of the hazardous chemical(s);

(ii) Appropriate hazard warnings; and

(iii) Name and address of the chemical manufacturer, importer, or other responsible party.

(2)(i) For solid metal (such as a steel beam or a metal casting), solid wood, or plastic items that are not exempted as articles due to their downstream use, or shipments of whole grain, the required label may be transmitted to the customer at the time of the initial shipment, and need not be included with subsequent shipments to the same employer unless the information on the label changes;

(ii) The label may be transmitted with the initial shipment itself, or with the material safety data sheet that is to be provided prior to or at the time of the first shipment; and,

1910.1200(f)(2)(iii)

(iii) This exception to requiring labels on every container of hazardous chemicals is only

for the solid material itself, and does not apply to hazardous chemicals used in conjunction with, or known to be present with, the material and to which employees handling the items in transit may be exposed (for example, cutting fluids or pesticides in grains).

(3) Chemical manufacturers, importers, or distributors shall ensure that each container of hazardous chemicals leaving the workplace is labeled, tagged, or marked in accordance with this section in a manner which does not conflict with the requirements of the Hazardous Materials Transportation Act (49 U.S.C. 1801 et seq.) and regulations issued under that Act by the Department of Transportation.

(4) If the hazardous chemical is regulated by OSHA in a substance-specific health standard, the chemical manufacturer, importer, distributor or employer shall ensure that the labels or other forms of warning used are in accordance with the requirements of that standard.

(5) Except as provided in paragraphs (f)(6) and (f)(7) of this section, the employer shall ensure that each container of hazardous chemicals in the workplace is labeled, tagged or marked with the following information:

(i) Identity of the hazardous chemical(s) contained therein; and,

1910.1200(f)(5)(ii)

(ii) Appropriate hazard warnings, or alternatively, words, pictures, symbols, or combination thereof, which provide at least general information regarding the hazards of the chemicals, and which, in conjunction with the other information immediately available to employees under the hazard communication program, will provide employees with the specific information regarding the physical and health hazards of the hazardous chemical.

(6) The employer may use signs, placards, process sheets, batch tickets, operating procedures, or other such written materials in lieu of affixing labels to individual stationary process containers, as long as the alternative method identifies the containers to which it is applicable and conveys the information required by paragraph (f)(5) of this section to be on a label. The written materials shall be readily accessible to the employees in their work area throughout each work shift.

(7) The employer is not required to label portable containers into which hazardous chemicals are transferred from labeled

containers, and which are intended only for the immediate use of the employee who performs the transfer. For purposes of this section, drugs which are dispensed by a pharmacy to a health care provider for direct administration to a patient are exempted from labeling.

1910.1200(f)(8)

(8) The employer shall not remove or deface existing labels on incoming containers of hazardous chemicals, unless the container is immediately marked with the required information.

(9) The employer shall ensure that labels or other forms of warning are legible, in English, and prominently displayed on the container, or readily available in the work area throughout each work shift. Employers having employees who speak other languages may add the information in their language to the material presented, as long as the information is presented in English as well.

(10) The chemical manufacturer, importer, distributor or employer need not affix new labels to comply with this section if existing labels already convey the required information.

(11) Chemical manufacturers, importers, distributors, or employers who become newly aware of any significant information regarding the hazards of a chemical shall revise the labels for the chemical within three months of becoming aware of the new information. Labels on containers of hazardous chemicals shipped after that time shall contain the new information. If the chemical is not currently produced or imported, the chemical manufacturer, importers, distributor, or employer shall add the information to the label before the chemical is shipped or introduced into the workplace again.

1910.1200(g)

(g) "Material safety data sheets." (1) Chemical manufacturers and importers shall obtain or develop a material safety data sheet for each hazardous chemical they produce or import. Employers shall have a material safety data sheet in the workplace for each hazardous chemical which they use.

(2) Each material safety data sheet shall be in English (although the employer may maintain copies in other languages as well), and shall contain at least the following information:

(i) The identity used on the label, and, except as provided for in paragraph (i) of this

section on trade secrets:

(A) If the hazardous chemical is a single substance, its chemical and common name(s);

(B) If the hazardous chemical is a mixture which has been tested as a whole to determine its hazards, the chemical and common name(s) of the ingredients which contribute to these known hazards, and the common name(s) of the mixture itself; or,

(C) If the hazardous chemical is a mixture which has not been tested as a whole:

{1} The chemical and common name(s) of all ingredients which have been determined to be health hazards, and which comprise 1% or greater of the composition, except that chemicals identified as carcinogens under paragraph (d) of this section shall be listed if the concentrations are 0.1% or greater; and,

1910.1200(g)(2)(i)(C){2}

{2} The chemical and common name(s) of all ingredients which have been determined to be health hazards, and which comprise less than 1% (0.1% for carcinogens) of the mixture, if there is evidence that the ingredient(s) could be released from the mixture in concentrations which would exceed an established OSHA permissible exposure limit or ACGIH Threshold Limit Value, or could present a health risk to employees; and,

{3} The chemical and common name(s) of all ingredients which have been determined to present a physical hazard when present in the mixture;

(ii) Physical and chemical characteristics of the hazardous chemical (such as vapor pressure, flash point);

(iii) The physical hazards of the hazardous chemical, including the potential for fire, explosion, and reactivity;

(iv) The health hazards of the hazardous chemical, including signs and symptoms of exposure, and any medical conditions which are generally recognized as being aggravated by exposure to the chemical;

(v) The primary route(s) of entry;

(vi) The OSHA permissible exposure limit, ACGIH Threshold Limit Value, and any other exposure limit used or recommended by the chemical manufacturer, importer, or employer preparing the material safety data sheet, where available;

1910.1200(g)(2)(vii)

(vii) Whether the hazardous chemical is listed in the National Toxicology Program

(NTP) Annual Report on Carcinogens (latest edition) or has been found to be a potential carcinogen in the International Agency for Research on Cancer (IARC) Monographs (latest editions), or by OSHA;

(viii) Any generally applicable precautions for safe handling and use which are known to the chemical manufacturer, importer or employer preparing the material safety data sheet, including appropriate hygienic practices, protective measures during repair and maintenance of contaminated equipment, and procedures for clean-up of spills and leaks;

(ix) Any generally applicable control measures which are known to the chemical manufacturer, importer or employer preparing the material safety data sheet, such as appropriate engineering controls, work practices, or personal protective equipment;

(x) Emergency and first aid procedures;

(xi) The date of preparation of the material safety data sheet or the last change to it; and,

(xii) The name, address and telephone number of the chemical manufacturer, importer, employer or other responsible party preparing or distributing the material safety data sheet, who can provide additional information on the hazardous chemical and appropriate emergency procedures, if necessary.

1910.1200(g)(3)

(3) If no relevant information is found for any given category on the material safety data sheet, the chemical manufacturer, importer or employer preparing the material safety data sheet shall mark it to indicate that no applicable information was found.

(4) Where complex mixtures have similar hazards and contents (i.e. the chemical ingredients are essentially the same, but the specific composition varies from mixture to mixture), the chemical manufacturer, importer or employer may prepare one material safety data sheet to apply to all of these similar mixtures.

(5) The chemical manufacturer, importer or employer preparing the material safety data sheet shall ensure that the information recorded accurately reflects the scientific evidence used in making the hazard determination. If the chemical manufacturer, importer or employer preparing the material safety data sheet becomes newly aware of any significant information regarding the hazards of a

chemical, or ways to protect against the hazards, this new information shall be added to the material safety data sheet within three months. If the chemical is not currently being produced or imported the chemical manufacturer or importer shall add the information to the material safety data sheet before the chemical is introduced into the workplace again.

1910.1200(g)(6)

(6)(i) Chemical manufacturers or importers shall ensure that distributors and employers are provided an appropriate material safety data sheet with their initial shipment, and with the first shipment after a material safety data sheet is updated;

(ii) The chemical manufacturer or importer shall either provide material safety data sheets with the shipped containers or send them to the distributor or employer prior to or at the time of the shipment;

(iii) If the material safety data sheet is not provided with a shipment that has been labeled as a hazardous chemical, the distributor or employer shall obtain one from the chemical manufacturer or importer as soon as possible; and,

(iv) The chemical manufacturer or importer shall also provide distributors or employers with a material safety data sheet upon request.

(7)(i) Distributors shall ensure that material safety data sheets, and updated information, are provided to other distributors and employers with their initial shipment and with the first shipment after a material safety data sheet is updated;

(ii) The distributor shall either provide material safety data sheets with the shipped containers, or send them to the other distributor or employer prior to or at the time of the shipment;

1910.1200(g)(7)(iii)

(iii) Retail distributors selling hazardous chemicals to employers having a commercial account shall provide a material safety data sheet to such employers upon request, and shall post a sign or otherwise inform them that a material safety data sheet is available;

(iv) Wholesale distributors selling hazardous chemicals to employers *over-the-counter may also provide material safety data sheets upon the request of the employer at the time of the over-the-counter purchase, and shall post a sign or otherwise inform such employers that a

material safety data sheet is available;

(v) If an employer without a commercial account purchases a hazardous chemical from a retail distributor not required to have material safety data sheets on file (i.e., the retail distributor does not have commercial accounts and does not use the materials), the retail distributor shall provide the employer, upon request, with the name, address, and telephone number of the chemical manufacturer, importer, or distributor from which a material safety data sheet can be obtained;

(vi) Wholesale distributors shall also provide material safety data sheets to employers or other distributors upon request; and,

(vii) Chemical manufacturers, importers, and distributors need not provide material safety data sheets to retail distributors that have informed them that the retail distributor does not sell the product to commercial accounts or open the sealed container to use it in their own workplaces.

1910.1200(g)(8)

(8) The employer shall maintain in the workplace copies of the required material safety data sheets for each hazardous chemical, and shall ensure that they are readily accessible during each work shift to employees when they are in their work area(s). (Electronic access, microfiche, and other alternatives to maintaining paper copies of the material safety data sheets are permitted as long as no barriers to immediate employee access in each workplace are created by such options.)

(9) Where employees must travel between workplaces during a workshift, i.e., their work is carried out at more than one geographical location, the material safety data sheets may be kept at the primary workplace facility. In this situation, the employer shall ensure that employees can immediately obtain the required information in an emergency.

(10) Material safety data sheets may be kept in any form, including operating procedures, and may be designed to cover groups of hazardous chemicals in a work area where it may be more appropriate to address the hazards of a process rather than individual hazardous chemicals. However, the employer shall ensure that in all cases the required information is provided for each hazardous chemical, and is readily accessible during each work shift to employees when they are in

their work area(s).

1910.1200(g)(11)

(11) Material safety data sheets shall also be made readily available, upon request, to designated representatives and to the Assistant Secretary, in accordance with the requirements of 29 CFR 1910.20(e). The Director shall also be given access to material safety data sheets in the same manner.

(h) "Employee information and training."

(1) Employers shall provide employees with effective information and training on hazardous chemicals in their work area at the time of their initial assignment, and whenever a new physical or health hazard the employees have not previously been trained about is introduced into their work area. Information and training may be designed to cover categories of hazards (e.g., flammability, carcinogenicity) or specific chemicals. Chemical-specific information must always be available through labels and material safety data sheets.

(2) "Information." Employees shall be informed of:

- {i} The requirements of this section;
- {ii} Any operations in their work area where hazardous chemicals are present; and,
- {iii} The location and availability of the written hazard communication program, including the required list(s) of hazardous chemicals, and material safety data sheets required by this section.

1910.1200(h)(3)

(3) "Training." Employee training shall include at least:

{i} Methods and observations that may be used to detect the presence or release of a hazardous chemical in the work area (such as monitoring conducted by the employer, continuous monitoring devices, visual appearance or odor of hazardous chemicals when being released, etc.);

{ii} The physical and health hazards of the chemicals in the work area;

{iii} The measures employees can take to protect themselves from these hazards, including specific procedures the employer has implemented to protect employees from exposure to hazardous chemicals, such as appropriate work practices, emergency procedures, and personal protective equipment to be used; and,

{iv} The details of the hazard communication program developed by the

employer, including an explanation of the labeling system and the material safety data sheet, and how employees can obtain and use the appropriate hazard information.

(i) "Trade secrets." (1) The chemical manufacturer, importer, or employer may withhold the specific chemical identity, including the chemical name and other specific identification of a hazardous chemical, from the material safety data sheet, provided that:

1910.1200(i)(1)(i)

(i) The claim that the information withheld is a trade secret can be supported;

(ii) Information contained in the material safety data sheet concerning the properties and effects of the hazardous chemical is disclosed;

(iii) The material safety data sheet indicates that the specific chemical identity is being withheld as a trade secret; and,

(iv) The specific chemical identity is made available to health professionals, employees, and designated representatives in accordance with the applicable provisions of this paragraph.

(2) Where a treating physician or nurse determines that a medical emergency exists and the specific chemical identity of a hazardous chemical is necessary for emergency or first-aid treatment, the chemical manufacturer, importer, or employer shall immediately disclose the specific chemical identity of a trade secret chemical to that treating physician or nurse, regardless of the existence of a written statement of need or a confidentiality agreement. The chemical manufacturer, importer, or employer may require a written statement of need and confidentiality agreement, in accordance with the provisions of paragraphs (i)(3) and (4) of this section, as soon as circumstances permit.

1910.1200(i)(3)

(3) In non-emergency situations, a chemical manufacturer, importer, or employer shall, upon request, disclose a specific chemical identity, otherwise permitted to be withheld under paragraph (i)(1) of this section, to a health professional (i.e. physician, industrial hygienist, toxicologist, epidemiologist, or occupational health nurse) providing medical or other occupational health services to exposed employee(s), and to employees or designated representatives, if:

(i) The request is in writing;

(ii) The request describes with reasonable

detail one or more of the following occupational health needs for the information:

(A) To assess the hazards of the chemicals to which employees will be exposed;

(B) To conduct or assess sampling of the workplace atmosphere to determine employee exposure levels;

(C) To conduct pre-assignment or periodic medical surveillance of exposed employees;

(D) To provide medical treatment to exposed employees;

(E) To select or assess appropriate personal protective equipment for exposed employees;

1910.1200(i)(3)(ii)(F)

(F) To design or assess engineering controls or other protective measures for exposed employees; and,

(G) To conduct studies to determine the health effects of exposure.

(iii) The request explains in detail why the disclosure of the specific chemical identity is essential and that, in lieu thereof, the disclosure of the following information to the health professional, employee, or designated representative, would not satisfy the purposes described in paragraph (i)(3)(ii) of this section:

(A) The properties and effects of the chemical;

(B) Measures for controlling workers' exposure to the chemical;

(C) Methods of monitoring and analyzing worker exposure to the chemical; and,

(D) Methods of diagnosing and treating harmful exposures to the chemical;

(iv) The request includes a description of the procedures to be used to maintain the confidentiality of the disclosed information; and,

(v) The health professional, and the employer or contractor of the services of the health professional (i.e. downstream employer, labor organization, or individual employee), employee, or designated representative, agree in a written confidentiality agreement that the health professional, employee, or designated representative, will not use the trade secret information for any purpose other than the health need(s) asserted and agree not to release the information under any circumstances other than to OSHA, as provided in paragraph (i)(6) of this section, except as authorized by the terms of the agreement or by the chemical manufacturer, importer, or employer.

1910.1200(i)(4)

(4) The confidentiality agreement authorized by paragraph (i)(3)(iv) of this section:

(i) May restrict the use of the information to the health purposes indicated in the written statement of need;

(ii) May provide for appropriate legal remedies in the event of a breach of the agreement, including stipulation of a reasonable pre-estimate of likely damages; and,

(iii) May not include requirements for the posting of a penalty bond.

(5) Nothing in this standard is meant to preclude the parties from pursuing non-contractual remedies to the extent permitted by law.

(6) If the health professional, employee, or designated representative receiving the trade secret information decides that there is a need to disclose it to OSHA, the chemical manufacturer, importer, or employer who provided the information shall be informed by the health professional, employee, or designated representative prior to, or at the same time as, such disclosure.

(7) If the chemical manufacturer, importer, or employer denies a written request for disclosure of a specific chemical identity, the denial must:

(i) Be provided to the health professional, employee, or designated representative, within thirty days of the request;

1910.1200(i)(7)(ii)

(ii) Be in writing;

(iii) Include evidence to support the claim that the specific chemical identity is a trade secret;

(iv) State the specific reasons why the request is being denied; and,

(v) Explain in detail how alternative information may satisfy the specific medical or occupational health need without revealing the specific chemical identity.

(8) The health professional, employee, or designated representative whose request for information is denied under paragraph (i)(3) of this section may refer the request and the written denial of the request to OSHA for consideration.

(9) When a health professional, employee, or designated representative refers the denial to OSHA under paragraph (i)(8) of this section, OSHA shall consider the evidence to determine if:

(i) The chemical manufacturer, importer, or

employer has supported the claim that the specific chemical identity is a trade secret;

(ii) The health professional, employee, or designated representative has supported the claim that there is a medical or occupational health need for the information; and,

1910.1200(i)(9)(iii)

(iii) The health professional, employee or designated representative has demonstrated adequate means to protect the confidentiality.

(10)(i) If OSHA determines that the specific chemical identity requested under paragraph (i)(3) of this section is not a "bona fide" trade secret, or that it is a trade secret, but the requesting health professional, employee, or designated representative has a legitimate medical or occupational health need for the information, has executed a written confidentiality agreement, and has shown adequate means to protect the confidentiality of the information, the chemical manufacturer, importer, or employer will be subject to citation by OSHA.

(ii) If a chemical manufacturer, importer, or employer demonstrates to OSHA that the execution of a confidentiality agreement would not provide sufficient protection against the potential harm from the unauthorized disclosure of a trade secret specific chemical identity, the Assistant Secretary may issue such orders or impose such additional limitations or conditions upon the disclosure of the requested chemical information as may be appropriate to assure that the occupational health services are provided without an undue risk of harm to the chemical manufacturer, importer, or employer.

1910.1200(i)(11)

(11) If a citation for a failure to release specific chemical identity information is contested by the chemical manufacturer, importer, or employer, the matter will be adjudicated before the Occupational Safety and Health Review Commission in accordance with the Act's enforcement scheme and the applicable Commission rules of procedure. In accordance with the Commission rules, when a chemical manufacturer, importer, or employer continues to withhold the information during the contest, the Administrative Law Judge may review the citation and supporting documentation "in camera" or issue appropriate orders to protect the confidentiality of such matters.

(12) Notwithstanding the existence of a

trade secret claim, a chemical manufacturer, importer, or employer shall, upon request, disclose to the Assistant Secretary any information which this section requires the chemical manufacturer, importer, or employer to make available. Where there is a trade secret claim, such claim shall be made no later than at the time the information is provided to the Assistant Secretary so that suitable determinations of trade secret status can be made and the necessary protections can be implemented.

(13) Nothing in this paragraph shall be construed as requiring the disclosure under any circumstances of process or percentage of mixture information which is a trade secret.

1910.1200(j)

(j) "Effective dates." Chemical manufacturers, importers, distributors, and employers shall be in compliance with all provisions of this section by March 11, 1994.

Note: The effective date of the clarification that the exemption of wood and wood products from the Hazard Communication standard in paragraph (b)(6)(iv) only applies to wood and wood products including lumber which will not be processed, where the manufacturer or importer can establish that the only hazard they pose to employees is the potential for flammability or combustibility, and that the exemption does not apply to wood or wood products which have been treated with a hazardous chemical covered by this standard, and wood which may be subsequently sawed or cut generating dust has been stayed from March 11, 1994 to August 11, 1994. * [59 FR 17479, April 13, 1994; 59 FR 65947, Dec. 22, 1994]

Part Number 1910
Standard Number 1910.1200 App A
Title
Health hazard definitions (Mandatory)

Although safety hazards related to the physical characteristics of a chemical can be objectively defined in terms of testing requirements (e.g. flammability), health hazard definitions are less precise and more subjective. Health hazards may cause measurable changes in the body - such as decreased pulmonary function. These changes are generally indicated by the occurrence of signs and symptoms in the exposed employees - such as shortness of breath, a non-measurable, subjective feeling. Employees exposed to such hazards must be apprised of both the change in body function and the signs and symptoms that may occur to signal that change.

The determination of occupational health hazards is complicated by the fact that many of the effects or signs and symptoms occur commonly in non-occupationally exposed populations, so that effects of exposure are difficult to separate from normally occurring illnesses. Occasionally, a substance causes an effect that is rarely seen in the population at large, such as angiosarcomas caused by vinyl chloride exposure, thus making it easier to ascertain that the occupational exposure was the primary causative factor. More often, however, the effects are common, such as lung cancer. The situation is further complicated by the fact that most chemicals have not been adequately tested to determine their health hazard potential, and data do not exist to substantiate these effects.

There have been many attempts to categorize effects and to define them in various ways. Generally, the terms "acute" and "chronic" are used to delineate between effects on the basis of severity or duration. "Acute" effects usually occur rapidly as a result of short-term exposures, and are of short duration. "Chronic" effects generally occur as a result of long-term exposure, and are of long duration.

The acute effects referred to most frequently are those defined by the American National Standards Institute (ANSI) standard for Precautionary Labeling of Hazardous Industrial Chemicals (Z129.1-1988) - irritation,

corrosivity, sensitization and lethal dose. Although these are important health effects, they do not adequately cover the considerable range of acute effects which may occur as a result of occupational exposure, such as, for example, narcosis.

Similarly, the term chronic effect is often used to cover only carcinogenicity, teratogenicity, and mutagenicity. These effects are obviously a concern in the workplace, but again, do not adequately cover the area of chronic effects, excluding, for example, blood dyscrasias (such as anemia), chronic bronchitis and liver atrophy.

The goal of defining precisely, in measurable terms, every possible health effect that may occur in the workplace as a result of chemical exposures cannot realistically be accomplished. This does not negate the need for employees to be informed of such effects and protected from them. Appendix B, which is also mandatory, outlines the principles and procedures of hazard assessment.

For purposes of this section, any chemicals which meet any of the following definitions, as determined by the criteria set forth in Appendix B are health hazards. However, this is not intended to be an exclusive categorization scheme. If there are available scientific data that involve other animal species or test methods, they must also be evaluated to determine the applicability of the HCS.

1. "Carcinogen:" A chemical is considered to be a carcinogen if:

(a) It has been evaluated by the International Agency for Research on Cancer (IARC), and found to be a carcinogen or potential carcinogen; or

(b) It is listed as a carcinogen or potential carcinogen in the Annual Report on Carcinogens published by the National Toxicology Program (NTP) (latest edition); or,

(c) It is regulated by OSHA as a carcinogen.

2. "Corrosive:" A chemical that causes visible destruction of, or irreversible alterations in, living tissue by chemical action at the site of contact. For example, a chemical is considered to be corrosive if, when tested on the intact skin of albino rabbits by the method described by the U.S. Department of Transportation in appendix A to 49 CFR part 173, it destroys or changes irreversibly the structure of the tissue at the site of contact

following an exposure period of four hours. This term shall not refer to action on inanimate surfaces.

3. "Highly toxic:" A chemical falling within any of the following categories:

(a) A chemical that has a median lethal dose (LD(50)) of 50 milligrams or less per kilogram of body weight when administered orally to albino rats weighing between 200 and 300 grams each.

(b) A chemical that has a median lethal dose (LD(50)) of 200 milligrams or less per kilogram of body weight when administered by continuous contact for 24 hours (or less if death occurs within 24 hours) with the bare skin of albino rabbits weighing between two and three kilograms each.

(c) A chemical that has a median lethal concentration (LC(50)) in air of 200 parts per million by volume or less of gas or vapor, or 2 milligrams per liter or less of mist, fume, or dust, when administered by continuous inhalation for one hour (or less if death occurs within one hour) to albino rats weighing between 200 and 300 grams each.

4. "Irritant:" A chemical, which is not corrosive, but which causes a reversible inflammatory effect on living tissue by chemical action at the site of contact. A chemical is a skin irritant if, when tested on the intact skin of albino rabbits by the methods of 16 CFR 1500.41 for four hours exposure or by other appropriate techniques, it results in an empirical score of five or more. A chemical is an eye irritant if so determined under the procedure listed in 16 CFR 1500.42 or other appropriate techniques.

5. "Sensitizer:" A chemical that causes a substantial proportion of exposed people or animals to develop an allergic reaction in normal tissue after repeated exposure to the chemical.

6. "Toxic." A chemical falling within any of the following categories:

(a) A chemical that has a median lethal dose (LD(50)) of more than 50 milligrams per kilogram but not more than 500 milligrams per kilogram of body weight when administered orally to albino rats weighing between 200 and 300 grams each.

(b) A chemical that has a median lethal dose (LD(50)) of more than 200 milligrams per kilogram but not more than 1,000 milligrams per kilogram of body weight when

administered by continuous contact for 24 hours (or less if death occurs within 24 hours) with the bare skin of albino rabbits weighing between two and three kilograms each.

(c) A chemical that has a median lethal concentration (LC(50)) in air of more than 200 parts per million but not more than 2,000 parts per million by volume of gas or vapor, or more than two milligrams per liter but not more than 20 milligrams per liter of mist, fume, or dust, when administered by continuous inhalation for one hour (or less if death occurs within one hour) to albino rats weighing between 200 and 300 grams each.

7. "Target organ effects."

The following is a target organ categorization of effects which may occur, including examples of signs and symptoms and chemicals which have been found to cause such effects. These examples are presented to illustrate the range and diversity of effects and hazards found in the workplace, and the broad scope employers must consider in this area, but are not intended to be all-inclusive.

a. Hepatotoxins: Chemicals which produce liver damage

Signs & Symptoms: Jaundice; liver enlargement

Chemicals: Carbon tetrachloride; nitrosamines

b. Nephrotoxins: Chemicals which produce kidney damage

Signs & Symptoms: Edema; proteinuria

Chemicals: Halogenated hydrocarbons; uranium

c. Neurotoxins: Chemicals which produce their primary toxic effects on the nervous system

Signs & Symptoms: Narcosis; behavioral changes; decrease in motor functions

Chemicals: Mercury; carbon disulfide

d. Agents which act on the blood or hemato-poietic system: Decrease

hemoglobin function; deprive the body tissues of oxygen

Signs & Symptoms: Cyanosis; loss of consciousness

Chemicals: Carbon monoxide; cyanides

e. Agents which damage the lung: Chemicals which irritate or damage pulmonary tissue

Signs & Symptoms: Cough; tightness in chest; shortness of breath

Chemicals: Silica; asbestos

f. Reproductive toxins: Chemicals which affect the reproductive

capabilities including chromosomal damage (mutations) and effects on fetuses (teratogenesis)

Signs & Symptoms: Birth defects; sterility

Chemicals: Lead; DBCP g. Cutaneous hazards: Chemicals which affect the dermal layer of the body

Signs & Symptoms: Defatting of the skin; rashes; irritation

Chemicals: Ketones; chlorinated compounds h. Eye hazards: Chemicals which affect the eye or visual capacity

Signs & Symptoms: Conjunctivitis; corneal damage

Chemicals: Organic solvents; acids

Part Number 1910
Standard Number 1910.1200 App B
Title Hazard determination (Mandatory)

The quality of a hazard communication program is largely dependent upon the adequacy and accuracy of the hazard determination. The hazard determination requirement of this standard is performance-oriented. Chemical manufacturers, importers, and employers evaluating chemicals are not required to follow any specific methods for determining hazards, but they must be able to demonstrate that they have adequately ascertained the hazards of the chemicals produced or imported in accordance with the criteria set forth in this Appendix.

Hazard evaluation is a process which relies heavily on the professional judgment of the evaluator, particularly in the area of chronic hazards. The performance-orientation of the hazard determination does not diminish the duty of the chemical manufacturer, importer or employer to conduct a thorough evaluation, examining all relevant data and producing a scientifically defensible evaluation. For purposes of this standard, the following criteria shall be used in making hazard determinations that meet the requirements of this standard.

1. "Carcinogenicity:" As described in paragraph (d)(4) of this section and Appendix A of this section, a determination by the National Toxicology Program, the International Agency for Research on Cancer, or OSHA that a chemical is a carcinogen or potential carcinogen will be considered conclusive evidence for purposes of this section. In addition, however, all available scientific data on carcinogenicity must be evaluated in accordance with the provisions of this Appendix and the requirements of the rule.

2. "Human data:" Where available, epidemiological studies and case reports of adverse health effects shall be considered in the evaluation.

3. "Animal data:" Human evidence of health effects in exposed populations is generally not available for the majority of chemicals produced or used in the workplace. Therefore, the available results of toxicological testing in animal populations shall be used to predict the health effects that may be experienced by exposed workers. In particular, the definitions of certain acute hazards refer to

specific animal testing results (see Appendix A).

4. "Adequacy and reporting of data." The results of any studies which are designed and conducted according to established scientific principles, and which report statistically significant conclusions regarding the health effects of a chemical, shall be a sufficient basis for a hazard determination and reported on any material safety data sheet. In vitro studies alone generally do not form the basis for a definitive finding of hazard under the HCS since they have a positive or negative result rather than a statistically significant finding.

The chemical manufacturer, importer, or employer may also report the results of other scientifically valid studies which tend to refute the findings of hazard.

Part Number 1910
Standard Number 1910.1200 App C
Title Information sources (Advisory)

The following is a list of available data sources which the chemical manufacturer, importer, distributor, or employer may wish to consult to evaluate the hazards of chemicals they produce or import: - Any information in their own company files, such as toxicity testing

results or illness experience of company employees. - Any information obtained from the supplier of the chemical, such as

material safety data sheets or product safety bulletins. - Any pertinent information obtained from the following source list

(latest editions should be used):

Condensed Chemical Dictionary

Van Nostrand Reinhold Co., 135 West 50th Street, New York, NY 10020. The Merck Index: An Encyclopedia of Chemicals and Drugs Merck and Company, Inc., 126 E. Lincoln Ave., Rahway, NJ 07065. IARC Monographs on the Evaluation of the Carcinogenic Risk of Chemicals to Man

Geneva: World Health Organization, International Agency for Research on Cancer, 1972-Present. (Multivolume work). Summaries are available in supplement volumes. 49 Sheridan Street, Albany, NY 12210. Industrial Hygiene and Toxicology, by F.A. Patty

John Wiley & Sons, Inc., New York, NY (Multivolume work). Clinical Toxicology of Commercial Products

Gleason, Gosselin, and Hodge. Casarett and Doull's Toxicology; The Basic Science of Poisons

Doull, Klaassen, and Amdur, Macmillan Publishing Co., Inc., New York, NY. Industrial Toxicology, by Alice Hamilton and Harriet L. Hardy

Publishing Sciences Group, Inc., Acton, MA. Toxicology of the Eye, by W. Morton Grant

Charles C. Thomas, 301-327 East Lawrence Avenue, Springfield, IL. Recognition of Health Hazards in Industry

William A. Burgess, John Wiley and Sons, 605 Third Avenue, New York, NY 10158. Chemical Hazards of the Workplace

Nick H. Proctor and James P. Hughes, J.P. Lipincott Company, 6 Winchester Terrace, New York, NY 10022. Handbook of

Chemistry and Physics

Chemical Rubber Company, 18901
Cranwood Parkway, Cleveland, OH 44128.
Threshold Limit Values for Chemical
Substances and Physical Agents in the Work
Environment and Biological Exposure Indices
with Intended Changes

American Conference of Governmental
Industrial Hygienists (ACGIH), 6500 Glenway
Avenue, Bldg. D-5, Cincinnati, OH 45211.

Information on the physical hazards of
chemicals may be found in publications of the
National Fire Protection Association, Boston,
MA.

Note: The following documents may be
purchased from the Superintendent of
Documents, U.S. Government Printing Office,
Washington, DC 20402. Occupational Health
Guidelines

NIOSH/OSHA (NIOSH Pub. No. 81-123).
NIOSH Pocket Guide to Chemical Hazards

NIOSH Pub. No. 90-117. Registry of
Toxic Effects of Chemical Substances

(Latest edition) Miscellaneous Documents
published by the National Institute for

Occupational Safety and Health:

Criteria documents.

Special Hazard Reviews.

Occupational Hazard Assessments.

Current Intelligence Bulletins. OSHA's
General Industry Standards (29 CFR Part
1910) NTP Annual Report on Carcinogens and
Summary of the Annual Report on
Carcinogens.

National Technical Information Service
(NTIS), 5285 Port Royal Road, Springfield,
VA 22161; (703) 487-4650.

Bibliographic data bases service provider	File Name
Bibliographic Retrieval Services (BRS), 1200 Route 7, Latham, NY 12110.	Biosis Previews CA Search Medlars NTIS Hazardline American Chemical Society Journal Excerpta Medica IRCS Medical Science Journal Pre-Med Intl Pharmaceutical Abstracts Paper Chem Biosis Prev. Files
Lockheed-DIALOG Information Service, Inc., 3460 Hillview Ave., Palo Alto, CA 94304	CA Search Files CAB Abstracts Chemical Exposure Chemname Chemsis Files Chemzero Embase Files Environmental Bibliographies Enviroline Federal Research in Progress IRL Life Science Collection NTIS Occupational Safety and Health (NIOSH) Paper Chem CAS Files
SDC-ORBIT, SDC Information Service, 2500 Colorado Avenue, Santa Monica, CA 90406.	Chemdex, 2, 3 NTIS Hazardous Substances Data Bank (HSDB) Medline Files
National Library of Medicine.....	
Department of Health and Human Services, Public Health Service, National Institutes of Health, Bethesda, MD 20209.	Toxline Files Cancerlit RTECS

Pergamon International Information Corp.,
1340 Old Chain Bridge R., McLean, VA 22101
Questel, Inc., 1625 Eye Street, NW,
Suite 818, Washington, DC 20006.

Chemical Information System ICI (ICIS),
Bureau of National Affairs,
1133 15th Street, NW, Suite 300,
Washington, DC 20005.

Occupational Health Services,
400 Plaza Drive, Secaucus, NJ 07094.....

Chemline
Laboratory Hazard Bulletin

CIS/ILO
Cancernet

Structure and Nomenclature
Search System (SANSS)

Acute Toxicity (RTECS)
Clinical Toxicology of
Commercial Products
Oil and Hazardous
Materials Technical
Assistance Data System

CCRIS
CESARS

MSDS
Hazardline

Part Number 1910
Standard Number 1910.1200 App D
Title Definition of "Trade Secret"
(Mandatory)

The following is a reprint of the "Restatement of Torts" section 757, comment b (1939):

b. "Definition of trade secret." A trade secret may consist of any formula, pattern, device or compilation of information which is used in one's business, and which gives him an opportunity to obtain an advantage over competitors who do not know or use it. It may be a formula for a chemical compound, a process of manufacturing, treating or preserving materials, a pattern for a machine or other device, or a list of customers. It differs from other secret information in a business (see §759 of the Restatement of Torts which is not included in this Appendix) in that it is not simply information as to single or ephemeral events in the conduct of the business, as, for example, the amount or other terms of a secret bid for a contract or the salary of certain employees, or the security investments made or contemplated, or the date fixed for the announcement of a new policy or for bringing out a new model or the like. A trade secret is a process or device for continuous use in the operations of the business. Generally it relates to the production of goods, as, for example, a machine or formula for the production of an article. It may, however, relate to the sale of goods or to other operations in the business, such as a code for determining discounts, rebates or other concessions in a price list or catalogue, or a list of specialized customers, or a method of bookkeeping or other office management.

"Secrecy." The subject matter of a trade secret must be secret. Matters of public knowledge or of general knowledge in an industry cannot be appropriated by one as his secret. Matters which are completely disclosed by the goods which one markets cannot be his secret. Substantially, a trade secret is known only in the particular business in which it is used. It is not requisite that only the proprietor of the business know it. He may, without losing his protection, communicate it to employees involved in its use. He may likewise communicate it to others pledged to secrecy. Others may also know of it independently, as, for example, when they have discovered the

process or formula by independent invention and are keeping it secret. Nevertheless, a substantial element of secrecy must exist, so that, except by the use of improper means, there would be difficulty in acquiring the information. An exact definition of a trade secret is not possible. Some factors to be considered in determining whether given information is one's trade secret are: (1) The extent to which the information is known outside of his business; (2) the extent to which it is known by employees and others involved in his business; (3) the extent of measures taken by him to guard the secrecy of the information; (4) the value of the information to him and his competitors; (5) the amount of effort or money expended by him in developing the information; (6) the ease or difficulty with which the information could be properly acquired or duplicated by others.

"Novelty and prior art." A trade secret may be a device or process which is patentable; but it need not be that. It may be a device or process which is clearly anticipated in the prior art or one which is merely a mechanical improvement that a good mechanic can make. Novelty and invention are not requisite for a trade secret as they are for patentability. These requirements are essential to patentability because a patent protects against unlicensed use of the patented device or process even by one who discovers it properly through independent research. The patent monopoly is a reward to the inventor. But such is not the case with a trade secret. Its protection is not based on a policy of rewarding or otherwise encouraging the development of secret processes or devices. The protection is merely against breach of faith and reprehensible means of learning another's secret. For this limited protection it is not appropriate to require also the kind of novelty and invention which is a requisite of patentability. The nature of the secret is, however, an important factor in determining the kind of relief that is appropriate against one who is subject to liability under the rule stated in this Section. Thus, if the secret consists of a device or process which is a novel invention, one who acquires the secret wrongfully is ordinarily enjoined from further use of it and is required to account for the profits derived from his past use. If, on the other hand, the secret consists of mechanical improvements that a good mechanic can make without resort

to the secret, the wrongdoer's liability may be limited to damages, and an injunction against future use of the improvements made with the aid of the secret may be inappropriate.

Part Number 1910
Standard Number 1910.1200 App E
Title Guidelines for Employer Compliance
(Advisory)

The Hazard Communication Standard (HCS) is based on a simple concept - that employees have both a need and a right to know the hazards and identities of the chemicals they are exposed to when working. They also need to know what protective measures are available to prevent adverse effects from occurring. The HCS is designed to provide employees with the information they need.

Knowledge acquired under the HCS will help employers provide safer workplaces for their employees. When employers have information about the chemicals being used, they can take steps to reduce exposures, substitute less hazardous materials, and establish proper work practices. These efforts will help prevent the occurrence of work-related illnesses and injuries caused by chemicals.

The HCS addresses the issues of evaluating and communicating hazards to workers. Evaluation of chemical hazards involves a number of technical concepts, and is a process that requires the professional judgment of experienced experts. That's why the HCS is designed so that employers who simply use chemicals, rather than produce or import them, are not required to evaluate the hazards of those chemicals. Hazard determination is the responsibility of the producers and importers of the materials. Producers and importers of chemicals are then required to provide the hazard information to employers that purchase their products.

Employers that don't produce or import chemicals need only focus on those parts of the rule that deal with establishing a workplace program and communicating information to their workers. This appendix is a general guide for such employers to help them determine what's required under the rule. It does not supplant or substitute for the regulatory provisions, but rather provides a simplified outline of the steps an average employer would follow to meet those requirements. 1. "Becoming Familiar With The Rule."

OSHA has provided a simple summary of the HCS in a pamphlet entitled "Chemical Hazard Communication," OSHA Publication

Number 3084. Some employers prefer to begin to become familiar with the rule's requirements by reading this pamphlet. A copy may be obtained from your local OSHA Area Office, or by contacting the OSHA Publications Office at (202) 523-9667.

The standard is long, and some parts of it are technical, but the basic concepts are simple. In fact, the requirements reflect what many employers have been doing for years. You may find that you are already largely in compliance with many of the provisions, and will simply have to modify your existing programs somewhat. If you are operating in an OSHA-approved State Plan State, you must comply with the State's requirements, which may be different than those of the Federal rule. Many of the State Plan States had hazard communication or "right-to-know" laws prior to promulgation of the Federal rule. Employers in State Plan States should contact their State OSHA offices for more information regarding applicable requirements.

The HCS requires information to be prepared and transmitted regarding all hazardous chemicals. The HCS covers both physical hazards (such as flammability), and health hazards (such as irritation, lung damage, and cancer). Most chemicals used in the workplace have some hazard potential, and thus will be covered by the rule.

One difference between this rule and many others adopted by OSHA is that this one is performance-oriented. That means that you have the flexibility to adapt the rule to the needs of your workplace, rather than having to follow specific, rigid requirements. It also means that you have to exercise more judgment to implement an appropriate and effective program.

The standard's design is simple. Chemical manufacturers and importers must evaluate the hazards of the chemicals they produce or import. Using that information, they must then prepare labels for containers, and more detailed technical bulletins called material safety data sheets (MSDS).

Chemical manufacturers, importers, and distributors of hazardous chemicals are all required to provide the appropriate labels and material safety data sheets to the employers to which they ship the chemicals. The information is to be provided automatically. Every container of hazardous chemicals you receive

must be labeled, tagged, or marked with the required information. Your suppliers must also send you a properly completed material safety data sheet (MSDS) at the time of the first shipment of the chemical, and with the next shipment after the MSDS is updated with new and significant information about the hazards.

You can rely on the information received from your suppliers. You have no independent duty to analyze the chemical or evaluate the hazards of it.

Employers that "use" hazardous chemicals must have a program to ensure the information is provided to exposed employees. "Use" means to package, handle, react, or transfer. This is an intentionally broad scope, and includes any situation where a chemical is present in such a way that employees may be exposed under normal conditions of use or in a foreseeable emergency.

The requirements of the rule that deal specifically with the hazard communication program are found in this section in paragraphs (e), written hazard communication program; (f), labels and other forms of warning; (g), material safety data sheets; and (h), employee information and training. The requirements of these paragraphs should be the focus of your attention. Concentrate on becoming familiar with them, using paragraphs (b), scope and application, and (c), definitions, as references when needed to help explain the provisions.

There are two types of work operations where the coverage of the rule is limited. These are laboratories and operations where chemicals are only handled in sealed containers (e.g., a warehouse). The limited provisions for these workplaces can be found in paragraph (b) of this section, scope and application. Basically, employers having these types of work operations need only keep labels on containers as they are received; maintain material safety data sheets that are received, and give employees access to them; and provide information and training for employees. Employers do not have to have written hazard communication programs and lists of chemicals for these types of operations.

The limited coverage of laboratories and sealed container operations addresses the obligation of an employer to the workers in the operations involved, and does not affect the employer's duties as a distributor of chemicals. For example, a distributor may have warehouse

operations where employees would be protected under the limited sealed container provisions. In this situation, requirements for obtaining and maintaining MSDSs are limited to providing access to those received with containers while the substance is in the workplace, and requesting MSDSs when employees request access for those not received with the containers. However, as a distributor of hazardous chemicals, that employer will still have responsibilities for providing MSDSs to downstream customers at the time of the first shipment and when the MSDS is updated. Therefore, although they may not be required for the employees in the work operation, the distributor may, nevertheless, have to have MSDSs to satisfy other requirements of the rule. 2. "Identify Responsible Staff"

Hazard communication is going to be a continuing program in your facility. Compliance with the HCS is not a "one shot deal." In order to have a successful program, it will be necessary to assign responsibility for both the initial and ongoing activities that have to be undertaken to comply with the rule. In some cases, these activities may already be part of current job assignments. For example, site supervisors are frequently responsible for on-the-job training sessions. Early identification of the responsible employees, and involvement of them in the development of your plan of action, will result in a more effective program design. Evaluation of the effectiveness of your program will also be enhanced by involvement of affected employees.

For any safety and health program, success depends on commitment at every level of the organization. This is particularly true for hazard communication, where success requires a change in behavior. This will only occur if employers understand the program, and are committed to its success, and if employees are motivated by the people presenting the information to them. 3. "Identify Hazardous Chemicals in the Workplace."

The standard requires a list of hazardous chemicals in the workplace as part of the written hazard communication program. The list will eventually serve as an inventory of everything for which an MSDS must be maintained. At this point, however, preparing the list will help you complete the rest of the program since it will give you some idea of the

scope of the program required for compliance in your facility.

The best way to prepare a comprehensive list is to survey the workplace. Purchasing records may also help, and certainly employers should establish procedures to ensure that in the future purchasing procedures result in MSDSs being received before a material is used in the workplace.

The broadest possible perspective should be taken when doing the survey. Sometimes people think of "chemicals" as being only liquids in containers. The HCS covers chemicals in all physical forms - liquids, solids, gases, vapors, fumes, and mists - whether they are "contained" or not. The hazardous nature of the chemical and the potential for exposure are the factors which determine whether a chemical is covered. If it's not hazardous, it's not covered. If there is no potential for exposure (e.g., the chemical is inextricably bound and cannot be released), the rule does not cover the chemical.

Look around. Identify chemicals in containers, including pipes, but also think about chemicals generated in the work operations. For example, welding fumes, dusts, and exhaust fumes are all sources of chemical exposures. Read labels provided by suppliers for hazard information. Make a list of all chemicals in the workplace that are potentially hazardous. For your own information and planning, you may also want to note on the list the location(s) of the products within the workplace, and an indication of the hazards as found on the label. This will help you as you prepare the rest of your program.

Paragraph (b) of this section, scope and application, includes exemptions for various chemicals or workplace situations. After compiling the complete list of chemicals, you should review paragraph (b) of this section to determine if any of the items can be eliminated from the list because they are exempted materials. For example, food, drugs, and cosmetics brought into the workplace for employee consumption are exempt. So rubbing alcohol in the first aid kit would not be covered.

Once you have compiled as complete a list as possible of the potentially hazardous chemicals in the workplace, the next step is to determine if you have received material safety data sheets for all of them. Check your files

against the inventory you have just compiled. If any are missing, contact your supplier and request one. It is a good idea to document these requests, either by copy of a letter or a note regarding telephone conversations. If you have MSDSs for chemicals that are not on your list, figure out why. Maybe you don't use the chemical anymore. Or maybe you missed it in your survey. Some suppliers do provide MSDSs for products that are not hazardous. These do not have to be maintained by you.

You should not allow employees to use any chemicals for which you have not received an MSDS. The MSDS provides information you need to ensure proper protective measures are implemented prior to exposure. 4. "Preparing and Implementing a Hazard Communication Program"

All workplaces where employees are exposed to hazardous chemicals must have a written plan which describes how the standard will be implemented in that facility. Preparation of a plan is not just a paper exercise - all of the elements must be implemented in the workplace in order to be in compliance with the rule. See paragraph (e) of this section for the specific requirements regarding written hazard communication programs. The only work operations which do not have to comply with the written plan requirements are laboratories and work operations where employees only handle chemicals in sealed containers. See paragraph (b) of this section, scope and application, for the specific requirements for these two types of workplaces.

The plan does not have to be lengthy or complicated. It is intended to be a blueprint for implementation of your program - an assurance that all aspects of the requirements have been addressed.

Many trade associations and other professional groups have provided sample programs and other assistance materials to affected employers. These have been very helpful to many employers since they tend to be tailored to the particular industry involved. You may wish to investigate whether your industry trade groups have developed such materials.

Although such general guidance may be helpful, you must remember that the written program has to reflect what you are doing in your workplace. Therefore, if you use a

generic program it must be adapted to address the facility it covers. For example, the written plan must list the chemicals present at the site, indicate who is to be responsible for the various aspects of the program in your facility, and indicate where written materials will be made available to employees.

If OSHA inspects your workplace for compliance with the HCS, the OSHA compliance officer will ask to see your written plan at the outset of the inspection. In general, the following items will be considered in evaluating your program.

The written program must describe how the requirements for labels and other forms of warning, material safety data sheets, and employee information and training, are going to be met in your facility. The following discussion provides the type of information compliance officers will be looking for to decide whether these elements of the hazard communication program have been properly addressed: A. "Labels and Other Forms of Warning"

In-plant containers of hazardous chemicals must be labeled, tagged, or marked with the identity of the material and appropriate hazard warnings. Chemical manufacturers, importers, and distributors are required to ensure that every container of hazardous chemicals they ship is appropriately labeled with such information and with the name and address of the producer or other responsible party. Employers purchasing chemicals can rely on the labels provided by their suppliers. If the material is subsequently transferred by the employer from a labeled container to another container, the employer will have to label that container unless it is subject to the portable container exemption. See paragraph (f) of this section for specific labeling requirements.

The primary information to be obtained from an OSHA-required label is an identity for the material, and appropriate hazard warnings. The identity is any term which appears on the label, the MSDS, and the list of chemicals, and thus links these three sources of information. The identity used by the supplier may be a common or trade name ("Black Magic Formula"), or a chemical name (1,1,1-trichloroethane). The hazard warning is a brief statement of the hazardous effects of the chemical ("flammable," "causes lung damage"). Labels frequently contain other

information, such as precautionary measures ("do not use near open flame"), but this information is provided voluntarily and is not required by the rule. Labels must be legible, and prominently displayed. There are no specific requirements for size or color, or any specified text.

With these requirements in mind, the compliance officer will be looking for the following types of information to ensure that labeling will be properly implemented in your facility:

1. Designation of person(s) responsible for ensuring labeling of in-plant containers;
2. Designation of person(s) responsible for ensuring labeling of any shipped containers;
3. Description of labeling system(s) used;
4. Description of written alternatives to labeling of in-plant containers (if used); and,
5. Procedures to review and update label information when necessary.

Employers that are purchasing and using hazardous chemicals - rather than producing or distributing them - will primarily be concerned with ensuring that every purchased container is labeled. If materials are transferred into other containers, the employer must ensure that these are labeled as well, unless they fall under the portable container exemption (paragraph (f)(7) of this section). In terms of labeling systems, you can simply choose to use the labels provided by your suppliers on the containers. These will generally be verbal text labels, and do not usually include numerical rating systems or symbols that require special training. The most important thing to remember is that this is a continuing duty - all in-plant containers of hazardous chemicals must always be labeled. Therefore, it is important to designate someone to be responsible for ensuring that the labels are maintained as required on the containers in your facility, and that newly purchased materials are checked for labels prior to use.

B. "Material Safety Data Sheets"

Chemical manufacturers and importers are required to obtain or develop a material safety data sheet for each hazardous chemical they produce or import. Distributors are responsible for ensuring that their customers are provided a copy of these MSDSs. Employers must have an MSDS for each hazardous chemical which they use. Employers may rely on the information received from their suppliers. The specific requirements for material safety data

sheets are in paragraph (g) of this section. There is no specified format for the MSDS under the rule, although there are specific information requirements. OSHA has developed a non-mandatory format, OSHA Form 174, which may be used by chemical manufacturers and importers to comply with the rule. The MSDS must be in English. You are entitled to receive from your supplier a data sheet which includes all of the information required under the rule. If you do not receive one automatically, you should request one. If you receive one that is obviously inadequate, with, for example, blank spaces that are not completed, you should request an appropriately completed one. If your request for a data sheet or for a corrected data sheet does not produce the information needed, you should contact your local OSHA Area Office for assistance in obtaining the MSDS.

The role of MSDSs under the rule is to provide detailed information on each hazardous chemical, including its potential hazardous effects, its physical and chemical characteristics, and recommendations for appropriate protective measures. This information should be useful to you as the employer responsible for designing protective programs, as well as to the workers. If you are not familiar with material safety data sheets and with chemical terminology, you may need to learn to use them yourself. A glossary of MSDS terms may be helpful in this regard. Generally speaking, most employers using hazardous chemicals will primarily be concerned with MSDS information regarding hazardous effects and recommended protective measures. Focus on the sections of the MSDS that are applicable to your situation.

MSDSs must be readily accessible to employees when they are in their work areas during their workshifts. This may be accomplished in many different ways. You must decide what is appropriate for your particular workplace. Some employers keep the MSDSs in a binder in a central location (e.g., in the pick-up truck on a construction site). Others, particularly in workplaces with large numbers of chemicals, computerize the information and provide access through terminals. As long as employees can get the information when they need it, any approach may be used. The employees must have access to the MSDSs themselves - simply having a

system where the information can be read to them over the phone is only permitted under the mobile worksite provision, paragraph (g)(9) of this section, when employees must travel between workplaces during the shift. In this situation, they have access to the MSDSs prior to leaving the primary worksite, and when they return, so the telephone system is simply an emergency arrangement.

In order to ensure that you have a current MSDS for each chemical in the plant as required, and that employee access is provided, the compliance officers will be looking for the following types of information in your written program:

1. Designation of person(s) responsible for obtaining and maintaining the MSDSs;
2. How such sheets are to be maintained in the workplace (e.g., in notebooks in the work area(s) or in a computer with terminal access), and how employees can obtain access to them when they are in their work area during the work shift;
3. Procedures to follow when the MSDS is not received at the time of the first shipment;
4. For producers, procedures to update the MSDS when new and significant health information is found; and,
5. Description of alternatives to actual data sheets in the workplace, if used.

For employers using hazardous chemicals, the most important aspect of the written program in terms of MSDSs is to ensure that someone is responsible for obtaining and maintaining the MSDSs for every hazardous chemical in the workplace. The list of hazardous chemicals required to be maintained as part of the written program will serve as an inventory. As new chemicals are purchased, the list should be updated. Many companies have found it convenient to include on their purchase orders the name and address of the person designated in their company to receive MSDSs. C. "Employee Information and Training"

Each employee who may be "exposed" to hazardous chemicals when working must be provided information and trained prior to initial assignment to work with a hazardous chemical, and whenever the hazard changes. "Exposure" or "exposed" under the rule means that "an employee is subjected to a hazardous chemical in the course of employment through any route of entry (inhalation, ingestion, skin contact or

absorption, etc.) and includes potential (e.g., accidental or possible) exposure." See paragraph (h) of this section for specific requirements. Information and training may be done either by individual chemical, or by categories of hazards (such as flammability or carcinogenicity). If there are only a few chemicals in the workplace, then you may want to discuss each one individually. Where there are large numbers of chemicals, or the chemicals change frequently, you will probably want to train generally based on the hazard categories (e.g., flammable liquids, corrosive materials, carcinogens). Employees will have access to the substance-specific information on the labels and MSDSs.

Information and training is a critical part of the hazard communication program. Information regarding hazards and protective measures are provided to workers through written labels and material safety data sheets. However, through effective information and training, workers will learn to read and understand such information, determine how it can be obtained and used in their own workplaces, and understand the risks of exposure to the chemicals in their workplaces as well as the ways to protect themselves. A properly conducted training program will ensure comprehension and understanding. It is not sufficient to either just read material to the workers, or simply hand them material to read. You want to create a climate where workers feel free to ask questions. This will help you to ensure that the information is understood. You must always remember that the underlying purpose of the HCS is to reduce the incidence of chemical source illnesses and injuries. This will be accomplished by modifying behavior through the provision of hazard information and information about protective measures. If your program works, you and your workers will better understand the chemical hazards within the workplace. The procedures you establish regarding, for example, purchasing, storage, and handling of these chemicals will improve, and thereby reduce the risks posed to employees exposed to the chemical hazards involved. Furthermore, your workers' comprehension will also be increased, and proper work practices will be followed in your workplace.

If you are going to do the training yourself, you will have to understand the material and be

prepared to motivate the workers to learn. This is not always an easy task, but the benefits are worth the effort. More information regarding appropriate training can be found in OSHA Publication No. 2254 which contains voluntary training guidelines prepared by OSHA's Training Institute. A copy of this document is available from OSHA's Publications Office at (202) 219-4667. In reviewing your written program with regard to information and training, the following items need to be considered:

1. Designation of person(s) responsible for conducting training;
2. Format of the program to be used (audiovisuals, classroom instruction, etc.);
3. Elements of the training program (should be consistent with the elements in paragraph (h) of this section); and,
4. Procedure to train new employees at the time of their initial assignment to work with a hazardous chemical, and to train employees when a new hazard is introduced into the workplace.

The written program should provide enough details about the employer's plans in this area to assess whether or not a good faith effort is being made to train employees. OSHA does not expect that every worker will be able to recite all of the information about each chemical in the workplace. In general, the most important aspects of training under the HCS are to ensure that employees are aware that they are exposed to hazardous chemicals, that they know how to read and use labels and material safety data sheets, and that, as a consequence of learning this information, they are following the appropriate protective measures established by the employer. OSHA compliance officers will be talking to employees to determine if they have received training, if they know they are exposed to hazardous chemicals, and if they know where to obtain substance-specific information on labels and MSDSs.

The rule does not require employers to maintain records of employee training, but many employers choose to do so. This may help you monitor your own program to ensure that all employees are appropriately trained. If you already have a training program, you may simply have to supplement it with whatever additional information is required under the HCS. For example, construction employers

that are already in compliance with the construction training standard (29 CFR 1926.21) will have little extra training to do.

An employer can provide employees information and training through whatever means are found appropriate and protective. Although there would always have to be some training on-site (such as informing employees of the location and availability of the written program and MSDSs), employee training may be satisfied in part by general training about the requirements of the HCS and about chemical hazards on the job which is provided by, for example, trade associations, unions, colleges, and professional schools. In addition, previous training, education and experience of a worker may relieve the employer of some of the burdens of informing and training that worker. Regardless of the method relied upon, however, the employer is always ultimately responsible for ensuring that employees are adequately trained. If the compliance officer finds that the training is deficient, the employer will be cited for the deficiency regardless of who actually provided the training on behalf of the employer. D. "Other Requirements"

In addition to these specific items, compliance officers will also be asking the following questions in assessing the adequacy of the program:

Does a list of the hazardous chemicals exist in each work area or at a central location?

Are methods the employer will use to inform employees of the hazards of non-routine tasks outlined?

Are employees informed of the hazards associated with chemicals contained in unlabeled pipes in their work areas?

On multi-employer worksites, has the employer provided other employers with information about labeling systems and precautionary measures where the other employers have employees exposed to the initial employer's chemicals?

Is the written program made available to employees and their designated representatives?

If your program adequately addresses the means of communicating information to employees in your workplace, and provides answers to the basic questions outlined above, it will be found to be in compliance with the rule. 5. "Checklist for Compliance"

The following checklist will help to ensure you are in compliance with the rule:

Obtained a copy of the	_____
Read and understood the requirements	_____
Assigned responsibility for tasks	_____
Prepared an inventory of chemicals	_____
Ensured containers are labeled	_____
Obtained MSDS for each chemical	_____
Prepared written program	_____
Made MSDSs available to workers	_____
Conducted training of workers	_____
Established procedures to maintain current program	_____
Established procedures to evaluate effectiveness	_____

6. "Further Assistance"

If you have a question regarding compliance with the HCS, you should contact your local OSHA Area Office for assistance. In addition, each OSHA Regional Office has a Hazard Communication Coordinator who can answer your questions. Free consultation services are also available to assist employers, and information regarding these services can be obtained through the Area and Regional offices as well.

The telephone number for the OSHA office closest to you should be listed in your local telephone directory. If you are not able to obtain this information, you may contact OSHA's Office of Information and Consumer Affairs at (202) 219-8151 for further assistance in identifying the appropriate contacts. * [52 FR 31877, Aug. 24, 1987; 52 FR 46080, Dec. 4, 1987; 53 FR 15035, Apr. 27, 1988; 54 FR 6888, Feb. 15, 1989; 54 FR 24334, June 7, 1989; 59 FR 6170, Feb. 9, 1994; 59 FR 17479, April 13, 1994; 59 FR 65947, Dec. 22, 1994]

APPENDIX C

WZB

CHEMICAL HAZARD FACT SHEET

AS DESCRIBED BY THE NIOSH POCKET GUIDE TO CHEMICAL HAZARDS

ASBESTOS

I. CHEMICAL AND PHYSICAL PROPERTIES

CHEMICAL NAME:	Asbestos
CHEMICAL FORMULA:	Hydrated mineral silicates
SYNONYMS AND TRADE NAMES:	Actinolite, Amosite (cummingtonite-grunerite), Anthophyllite, Chrysotile, Crocidolite, Tremolite
CAS #:	1332-21-4
RTECS #:	CI6475000
DOT ID:	2212 31 (blue) 2590 31 (white)
MOLECULAR WEIGHT:	Varies
SPECIFIC GRAVITY:	NA
BOILING POINT:	Decomposes
SOLUBILITY IN WATER:	Insoluble
FLASH POINT:	NA
FLAMMABILITY:	Noncombustible solid
UPPER EXPLOSIVE LIMIT:	NA
LOWER EXPLOSIVE LIMIT:	NA
VAPOR PRESSURE:	0 mm (Approx.)
MELTING POINT:	1112° F (Decomposes)
PHYSICAL DESCRIPTION:	White or greenish (chrysotile), blue (crocidolite), or gray-green (amosite) fibrous, odorless solid.
INCOMPATIBILITIES & REACTIVITIES:	None reported

II. EXPOSURE

TIME WEIGHTED EXPOSURE LIMITS

NIOSH:	0.1 fiber/cm ³ of air (NIOSH Analytical Method #7400) (Human carcinogen)
OSHA:	8-hour TWA of 0.2 fiber/cm ³ of air (OSHA 1910.1001, 1910.1101)
IDLH:	Human carcinogen

III. HEALTH HAZARDS

TARGET ORGANS:	Lungs
ROUTE:	Inhalation, Ingestion
SYMPTOMS:	Dyspnea, interstitial fibrosis, restricted pulmonary function, finger clubbing, Human carcinogen
ROUTE	FIRST AID

CHEMICAL HAZARD FACT SHEET
ASBESTOS
PAGE 2

ROUTE

FIRST AID

Eyes

Immediately wash the eyes with large amounts of water, occasionally lifting the lower and upper lids. Get medical attention immediately. Contact lenses should not be worn when working with this chemical.

IV. PERSONAL PROTECTION

CLOTHING:

Protect from any possibility of skin contact.

GOGGLES:

Reasonable probability of eye contact.

WASH:

At the end of each work shift.

CHANGE OF CLOTHING:

After work shift if it is reasonably probable that the clothing may be contaminated.

RESPIRATOR:

At any detectable concentration.

Any self-contained breathing apparatus that has a full facepiece and is operated in a pressure-demand or other positive-pressure mode / Any supplied-air respirator that has a full facepiece and is operated in a pressure demand or other positive-pressure mode in combination with an auxiliary self-contained breathing apparatus operated in pressure-demand or other positive-pressure mode.

ESCAPE:

Any air-purifying, full face respirator with a high-efficiency particulate filter / Any appropriate escape-type, self-contained breathing apparatus.

V. MEASUREMENT

COLLECTION METHOD:

Particulate filter

SAMPLE WORK-UP:

Acetone or Triacetin

ANALYSIS:

Phase contrast microscopy or transmission electron microscopy

MANUAL:

NIOSH Manual of Analytical Methods, 3rd edition, [# 7400 or # 7402]

CHEMICAL HAZARD FACT SHEET

AS DESCRIBED BY THE NIOSH POCKET GUIDE TO CHEMICAL HAZARDS

CADMIUM

I. CHEMICAL AND PHYSICAL PROPERTIES

CHEMICAL NAME:	Cadmium
CHEMICAL FORMULA:	Cd
SYNONYMS AND TRADE NAMES:	Cadmium
CAS #:	7440-43-9
RTECS #:	EU9800000
DOT ID:	2570 53
MOLECULAR WEIGHT:	112.4
SPECIFIC GRAVITY:	8.65 (77° F)
BOILING POINT:	1409° F
SOLUBILITY IN WATER:	Insoluble.
FLASH POINT:	NA
FLAMMABILITY:	Noncombustible solid in bulk form, but will burn in powder form.
UPPER EXPLOSIVE LIMIT:	NA
LOWER EXPLOSIVE LIMIT:	NA
VAPOR PRESSURE:	0 mm (Approx.)
MELTING POINT:	610°F
PHYSICAL DESCRIPTION:	Metal: Silver-white, blue-tinged lustrous, odorless solid.
INCOMPATIBILITIES & REACTIVITIES:	Strong oxidizers; elemental sulfur, selenium & tellurium

II. EXPOSURE

TIME WEIGHTED EXPOSURE LIMITS

	NIOSH:	0.2 mg/m ³ (Human carcinogen)
	OSHA:	0.06 mg/m ³ (ceiling REL)
IDLH:		50 mg/m ³

III. HEALTH HAZARDS

TARGET ORGANS:	Respiratory system, kidneys, prostate, blood
ROUTE:	Inhalation, Ingestion
SYMPTOMS:	Pulmonary edema, Dyspnea, cough, chest tight, substernal pain, headache, chills, muscle aches, nausea, vomiting, diarrhea, anosmia, emphysema, proteinuria, mild anemia

ROUTE
Inhalation

FIRST AID

If person breathes large amounts of this chemical, move the exposed person to fresh air at once. If breathing has stopped, perform mouth-to-mouth resuscitation. Keep the person warm and at rest. Get medical attention as soon as possible.

CHEMICAL HAZARD FACT SHEET
CADMIUM
PAGE 2

Skin If this chemical contacts the skin, wash the contaminated skin with soap and water.

Ingestion Get medical attention immediately.

Eyes Immediately wash the eyes with large amounts of water, occasionally lifting the lower and upper lids. Get medical attention immediately. Contact lenses should not be worn when working with this chemical.

IV. PERSONAL PROTECTION

CLOTHING: No recommendation

GOGGLES: Protect from an possibility of eye contact (CdCl_2)

WASH: Wash at the end of each work shift when there is reasonable probability of contact with the contaminate.

CHANGE OF CLOTHING: After work each work shift if there is any possibility that the clothing may be contaminated.

REMOVE: No recommendation.

PROVIDE: Eyewash if contaminate is CdCl_2

RESPIRATOR: At any detectable concentration.

Any self-contained breathing apparatus that has a full facepiece and is operated in a pressure-demand or other positive-pressure mode / Any supplied-air respirator that has a full facepiece and is operated in a pressure demand or other positive-pressure mode in combination with an auxiliary self-contained breathing apparatus operated in pressure-demand or other positive-pressure mode.

ESCAPE: Any air-purifying, full face respirator with a high-efficiency particulate filter / Any appropriate escape-type, self-contained breathing apparatus.

V. MEASUREMENT

COLLECTION METHOD: Particulate filter

SAMPLE WORK-UP: Acid

ANALYSIS: Atomic absorption spectrometry

MANUAL: NIOSH Manual of Analytical Methods, 3rd edition, [# 7048]

CHEMICAL HAZARD FACT SHEET

AS DESCRIBED BY THE NIOSH POCKET GUIDE TO CHEMICAL HAZARDS

LEAD

I. CHEMICAL AND PHYSICAL PROPERTIES

CHEMICAL NAME:	Lead
CHEMICAL FORMULA:	Pb
SYNONYMS AND TRADE NAMES:	Lead, Plumbum
CAS #:	7439-92-1(Metal)
RTECS #:	OF7525000 (Metal)
DOT ID:	2291 53 (Soluble Compounds)
MOLECULAR WEIGHT:	207.2
SPECIFIC GRAVITY:	11.34 (Metal)
BOILING POINT:	3164° F
SOLUBILITY IN WATER:	Insoluble
FLASH POINT:	NA
FLAMMABILITY:	Noncombustible
UPPER EXPLOSIVE LIMIT:	NA
LOWER EXPLOSIVE LIMIT:	NA
VAPOR PRESSURE:	0 mm (Approx.)
MELTING POINT:	621° F
PHYSICAL DESCRIPTION:	Metal: A heavy, ductile, soft gray solid
INCOMPATIBILITIES & REACTIVITIES:	Strong oxidizers, hydrogen peroxide, acids

II. EXPOSURE

TIME WEIGHTED EXPOSURE LIMITS

NIOSH:	0.100 mg/m ³ (Air concentration to be maintained so that worker blood lead remains <0.060 mg/100 g of whole blood).
OSHA:	0.050 mg/m ³
IDLH:	700 mg/m ³

III. HEALTH HAZARDS

TARGET ORGANS:	GI Tract, central nervous system, kidneys, blood, gingival tissue
ROUTE:	Inhalation, Ingestion, Skin and or eye contact
SYMPTOMS:	Weak, lassitude, insomnia, facial pallor, pal eye, anorexia, weight loss, malnutrition, constipation, abdominal pain, colic, anemia, gingival lead line, tremor, paralysis in the wrist and ankles, encephalopathy, nephropathy, irritated eyes, hypotension.

ROUTE
Inhalation

FIRST AID

If person breathes large amounts of this chemical, move the exposed person to fresh air at once. If breathing has stopped, perform mouth-to-mouth resuscitation. Keep the person warm and at rest. Get medical attention as soon as possible.

CHEMICAL HAZARD FACT SHEET

LEAD

PAGE 2

Skin	If this chemical contacts the skin, promptly flush the contaminated skin with soap and water. If this chemical penetrates the clothing, promptly remove the clothing and flush the skin with water. If irritation persists after washing, get medical attention.
Ingestion	Get medical attention immediately.
Eyes	Immediately wash the eyes with large amounts of water, occasionally lifting the lower and upper lids. Get medical attention immediately. Contact lenses should not be worn when working with this chemical.

IV. PERSONAL PROTECTION

CLOTHING:	Protect from repeated or long skin contact.
GOGGLES:	Reasonable probability of eye contact.
WASH:	At end of each work shift.
CHANGE OF CLOTHING:	No recommendation.
REMOVE:	Remove clothing promptly if clothing is non-impervious and becomes contaminated.
RESPIRATOR:	NIOSH/OSHA
MAXIMUM CONCENTRATION FOR USE:	5 mg/m ³ Any supplied-air respirator, any air-purifying respirator with a high-efficiency particulate filter, or any self-contained breathing apparatus
MAXIMUM CONCENTRATION FOR USE:	1.25 mg/m ³ Any powered, air-purifying respirator with a high-efficiency particulate filter / any supplied-air respirator operated in a continuous-flow mode.
MAXIMUM CONCENTRATION FOR USE:	2.5 mg/m ³ Any air-purifying, full-facepiece respirator with a high-efficiency particulate filter / any powered, air-purifying respirator with a tight fitting facepiece and a high-efficiency particulate filter / any self-contained breathing apparatus with a full facepiece / any supplied-air respirator with a full facepiece / any supplied-air respirator that has a tight-fitting facepiece and is operated in a continuous-flow mode.
MAXIMUM CONCENTRATION FOR USE:	50 mg/m ³ Any supplied-air respirator operated in a pressure-demand or other positive-pressure mode.
MAXIMUM CONCENTRATION FOR USE:	100 mg/m ³ Any supplied-air respirator that has a full facepiece and is operated in a pressure-demand or other positive-pressure mode.

CHEMICAL HAZARD FACT SHEET

LEAD

PAGE 3

EMERGENCY OR PLANNED ENTRY INTO
UNKNOWN CONCENTRATIONS OR IDLH
CONDITIONS:

Any self-contained breathing apparatus that has a full facepiece and is operated in a pressure-demand or other positive-pressure mode / Any supplied-air respirator that has a full facepiece and is operated in a pressure-demand or other positive-pressure mode in combination with an auxiliary self-contained breathing apparatus operated in pressure-demand or other positive-pressure mode.

ESCAPE:

Any air-purifying, full-facepiece respirator with a high-efficiency particulate filter / any appropriate escape-type, self-contained breathing apparatus.

V. MEASUREMENT

COLLECTION METHOD:

Particulate filter

SAMPLE WORK-UP:

HNO_3 / H_2O_2

ANALYSIS:

Atomic absorption spectrometry

MANUAL:

NIOSH Manual of Analytical Methods, 3rd edition, [7082]

CHEMICAL HAZARD FACT SHEET

AS DESCRIBED BY THE NIOSH POCKET GUIDE TO CHEMICAL HAZARDS

PCB

I. CHEMICAL AND PHYSICAL PROPERTIES

CHEMICAL NAME:	Chlorodiphenyl
CHEMICAL FORMULA:	$C_{12}H_{10}Cl_2$ (Approx.)
SYNONYMS AND TRADE NAMES:	Aroclor® 1242, PCB, Polychlorinated biphenyl
CAS #:	53469-21-9
RTECS #:	TQ1356000
DOT ID:	2315 31
MOLECULAR WEIGHT:	258 (Approx.)
SPECIFIC GRAVITY:	1.39 (77° F)
BOILING POINT:	617-691° F
SOLUBILITY IN WATER:	Insoluble
FLASH POINT:	?
FLAMMABILITY:	Nonflammable liquid; but exposure in fire results in the formation of a black soot containing PCBs, polychlorinated dibenzofurans, and chlorinated dibenzop-dioxins.
UPPER EXPLOSIVE LIMIT:	?
LOWER EXPLOSIVE LIMIT:	?
VAPOR PRESSURE:	0.001 mm (77° F)
FREEZING POINT:	-2° F
PHYSICAL DESCRIPTION:	Colorless to light colored, viscous liquid with a mild hydrocarbon odor.
INCOMPATIBILITIES & REACTIVITIES:	Strong oxidizers

II. EXPOSURE

TIME WEIGHTED EXPOSURE LIMITS	
NIOSH:	0.001 mg/m ³ (Human carcinogen)
OSHA:	1 mg/m ³ (Skin)
IDLH:	10 mg/m ³ (Human carcinogen)
CONVERSION:	1 ppm = 10.72mg/m ³

III. HEALTH HAZARDS

TARGET ORGANS:	Skin, eyes, liver
ROUTE:	Inhalation, Skin absorption, Ingestion, Skin and/or eye contact
SYMPTOMS:	Irritated eyes, chloracne, liver damage (carcinogen)
ROUTE	
Inhalation	FIRST AID If person breathes large amounts of this chemical, move the exposed person to fresh air at once. If breathing has stopped, perform mouth-to-mouth resuscitation. Keep the person warm and at rest. Get medical attention as soon as possible.

CHEMICAL HAZARD FACT SHEET

PCB

PAGE 2

Skin If this chemical contacts the skin, immediately wash the contaminated skin with soap and water. If this chemical penetrates the clothing, immediately remove the clothing, wash the skin with soap and water, and get medical attention promptly.

Ingestion Get medical attention immediately.

Eyes Immediately wash the eyes with large amounts of water, occasionally lifting the lower and upper lids. Get medical attention immediately. Contact lenses should not be worn when working with this chemical.

IV. PERSONAL PROTECTION

CLOTHING: Protect from any possibility of skin contact.

GOGGLES: Reasonable probability of eye contact.

WASH: Wash promptly when skin becomes contaminated.

CHANGE OF CLOTHING: No recommendation.

REMOVE: Remove clothing promptly if clothing is non-impervious and becomes contaminated.

RESPIRATOR: At any detectable concentration.

ASSIGNED PROTECTION FACTOR: 10,000
Any self-contained breathing apparatus that has a full facepiece and is operated in a pressure-demand or other positive-pressure mode

ASSIGNED PROTECTION FACTOR: 10,000
Any supplied-air respirator that has a full facepiece and is operated in a pressure demand or other positive-pressure mode in combination with an auxiliary self-contained breathing apparatus operated in pressure-demand or other positive-pressure mode.

ESCAPE: Any air-purifying, full face respirator (gas mask) with a chin-style, front or back mounted canister providing protection against the compound of concern and having a high- efficiency particulate filter; or
Any appropriate escape-type, self- contained breathing apparatus.

V. MEASUREMENT

COLLECTION METHOD: Particulate filter / Florisil® tube

SAMPLE WORK-UP: Hexane

ANALYSIS: Gas chromatography with electron capture detection.

MANUAL: NIOSH Manual of Analytical Methods, 3rd edition, [#5503, PCB's]

may be expected to use; the contents of the OSHA standard relevant to the employee's duties and function; and employee's responsibilities under OSHA and other regulations. Supervisors will need training in their responsibilities under the safety and health program and its subject areas such as the spill containment program, the personal protective equipment program, the medical surveillance program, the emergency response plan and other areas.

The training programs for employees subject to the requirements of paragraph (p) of this standard should address: the employer's safety and health program elements impacting employees; the hazard communication program; the hazards and the controls for such hazards that employees need to know for their job duties and functions. All require annual refresher training.

The training programs for employees covered by the requirements of paragraph (q) of this standard should address those competencies required for the various levels of response such as: the hazards associated with hazardous substances; hazard identification and awareness; notification of appropriate persons; the need for and use of personal protective equipment including respirators; the decontamination procedures to be used; preplanning activities for hazardous substance incidents including the emergency response plan; company standard operating procedures for hazardous substance emergency responses; the use of the incident command system and other subjects. Hands-on training should be stressed whenever possible. Critiques done after an incident which include an evaluation of what worked and what did not and how could the incident be better handled the next time may be counted as training time.

For hazardous materials specialists (usually members of hazardous materials teams), the training should address the care, use and/or testing of chemical protective clothing including totally encapsulating suits, the medical surveillance program, the standard operating procedures for the hazardous materials team including the use of plugging and patching equipment and other subject areas.

Officers and leaders who may be expected to be in charge at an incident should be fully knowledgeable of their company's incident

command system. They should know where and how to obtain additional assistance and be familiar with the local district's emergency response plan and the state emergency response plan.

Specialist employees such as technical experts, medical experts or environmental experts that work with hazardous materials in their regular jobs, who may be sent to the incident scene by the shipper, manufacturer or governmental agency to advise and assist the person in charge of the incident should have training on an annual basis. Their training should include the care and use of personal protective equipment including respirators; knowledge of the incident command system and how they are to relate to it; and those areas needed to keep them current in their respective field as it relates to safety and health involving specific hazardous substances.

Those skilled support personnel, such as employees who work for public works departments or equipment operators who operate bulldozers, sand trucks, backhoes, etc., who may be called to the incident scene to provide emergency support assistance, should have at least a safety and health briefing before entering the area of potential or actual exposure. These skilled support personnel, who have not been a part of the emergency response plan and do not meet the training requirements, should be made aware of the hazards they face and should be provided all necessary protective clothing and equipment required for their tasks.

There are two National Fire Protection Association standards. NFPA 472 - "Standard for Professional Competence of Responders to Hazardous Material Incidents" and NFPA 471 - "Recommended Practice for Responding to Hazardous Material Incidents", which are excellent resource documents to aid fire departments and other emergency response organizations in developing their training program materials. NFPA 472 provides guidance on the skills and knowledge needed for first responder awareness level, first responder operations level, hazmat technicians, and hazmat specialist. It also offers guidance for the officer corp who will be in charge of hazardous substance incidents.

3. Decontamination. Decontamination procedures should be tailored to the specific hazards of the site and will vary in complexity

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